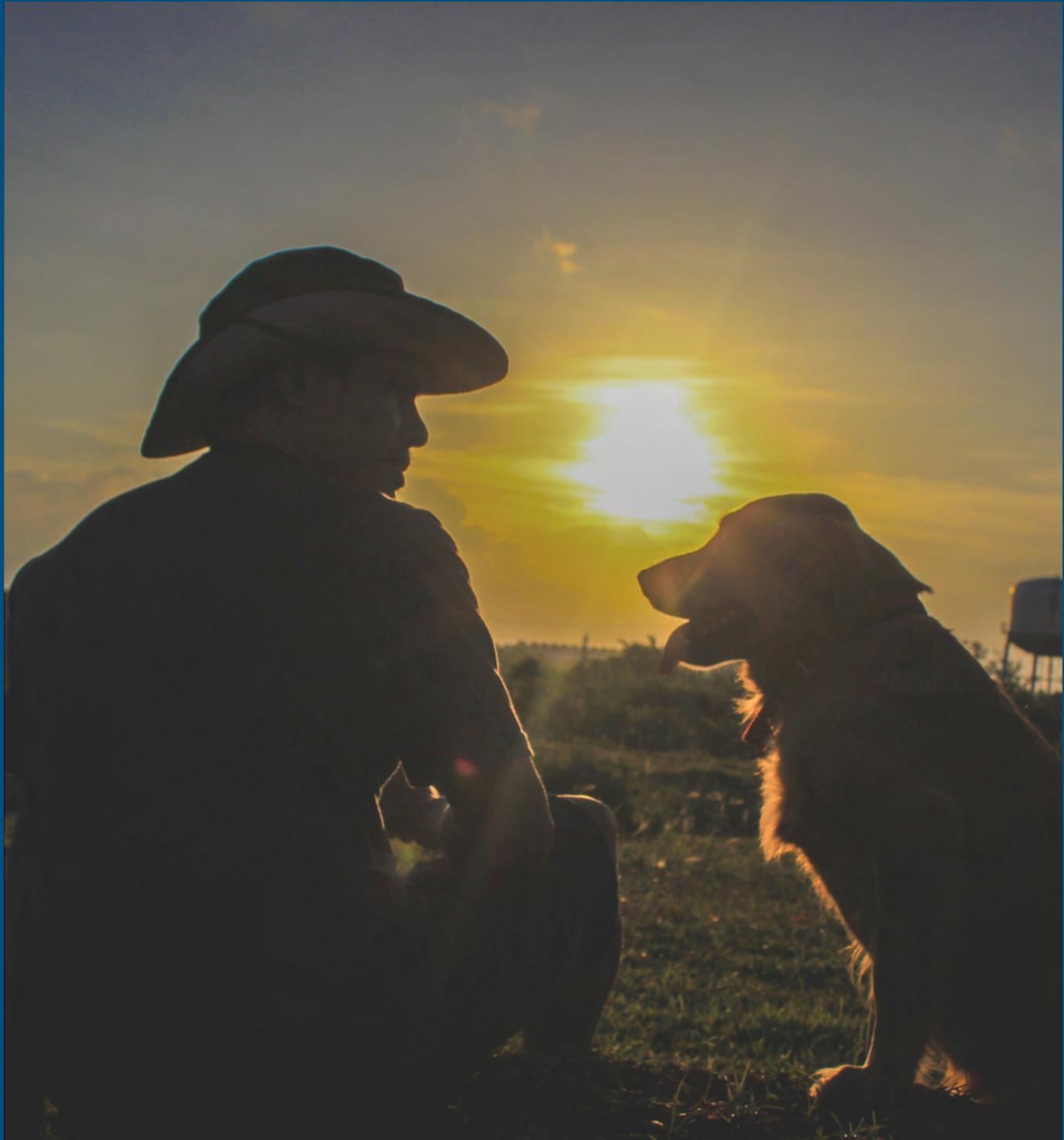




ANNUAL REPORT



2025



COUNCIL & MEMBERSHIP



**DR.
JOE KING**
President

Term Ends 2027

2025 MVMA PRESIDENT'S MESSAGE

As a partner and veterinarian at Virden Animal Hospital in southwest Manitoba, I have spent the past fifteen years practicing equine medicine and surgery, along with providing mixed animal care for afterhours emergencies. My career began with an equine internship, which set the tone for the work I continue to enjoy today. I joined the MVMA Council in early 2023, served as vice president, and am now pleased to take on the role of president.

This past year has been a very good one for the MVMA. Council and committee members worked hard, collaborated well, and made real progress on important issues. From expanding the scope of practice for RVTs to addressing the ongoing shortages affecting veterinarians and technologists, there was a strong sense of momentum and shared purpose. It has been encouraging to see what can be accomplished when people are willing to lean in and work together.

I continue to serve on the Rural Issues Committee and on a vendor selection committee focused on supporting RVTs and veterinarians across Manitoba. Looking ahead, I am excited to keep building on this progress, particularly when it comes to strengthening rural practice, supporting veterinary service districts, and ensuring our profession remains healthy and sustainable.

My message to members is a simple one. Get involved. The MVMA is a welcoming, supportive place where good ideas are heard and meaningful work gets done. Being part of council has been both rewarding and energizing, and it has allowed me to connect with colleagues from across veterinary medicine, animal agriculture, and government. If you are curious, interested, or just ready for something new, I encourage you to step forward.



**DR.
Esther Hillonov**

Past President

Term Ends 2026

2025 MVMA COUNCIL MEMBERS

I am a small animal veterinarian at Machray Animal Hospital in Winnipeg. In 2025 I held the role of Past President, meaning that my long tenure on MVMA Council has finally come to a close. So as I look back on the past year on Council, I can't help but reflect on the past 7 years that I have served, having started as a Council member in January 2019 as a relatively new grad. In that time, our profession and association have undergone tremendous changes. My time on Council has seen a 100% turnover of all MVMA staff and Council members – some positions a few times over. A global pandemic hit and forever changed our society and an unprecedented workplace shortage rocked our profession nationwide.

I am especially proud of our accomplishments over the past years:

We rewrote our Code of Ethics and implemented several new policies that are now reviewed on a regular basis to ensure we are keeping up to date for our members. We successfully lobbied the government to increase the number of Manitoba seats at the WCVM when they threatened to reduce them. We guided our members through COVID restrictions and curbside medicine. We created the Community

Vaccinator Program – the first of its kind in Canada. We banned feline declawing and canine tail docking. We started Unauthorized Practice Committees for both large and small animal medicine. Most recently, we have undergone the enormous project of rewriting our entire PIPS. It has been a fruitful few years!

On a personal note, I started on Council as a single person and now exit as a married mother of three children. I had a baby at MANY of our meetings and even took my newborn to the CVMA Convention (doable but not recommended!) and I am deeply thankful my fellow Council members and the MVMA staff were so accommodating to my tag-alongs. In fact, an MVMA policy had to be created to allow me to continue volunteering on Council and committees while on maternity leave. That policy now exists for other members who are volunteering for the MVMA while on similar leaves.

My involvement with the MVMA has renewed my sense of pride for our profession and the exceptional members in our province. My participation on Council has been more enjoyable and rewarding than I'd ever expected and I would encourage everyone to consider joining. You won't regret it.



**DR.
Kerri-Rae Millar**

*Vice President/
Incoming President*

Term Ends 2028

2025 MVMA COUNCIL MEMBERS

I have been a mixed animal veterinarian at the Morden Veterinary Clinic, since graduating from WCVM in 2007. I am mainly a dairy veterinarian but still do a variety of mixed animals calls and emergencies. I joined the MVMA Council in January 2025 and have had the privilege of serving as the Vice President. I am part of the Executive Committee, as well as the AMR working group. It has been a wonderful experience, and I look forward to our work continuing in 2026. In June, I was fortunate enough to attend the CVMA conference in Victoria, representing the MVMA. I took part in round table discussions, with all the presidents of the provincial VMAs. Each province has similar concerns to ours, including veterinary professional shortages, veterinary product shortages, mental health issues, as well as access to veterinary care in rural and remote communities.

MVMA has been busy working on many issues including veterinary professional shortages, access to care in rural and remote communities, advanced RVT roles, and antimicrobial stewardship initiatives. We are also excited to finalize the new PIPS document. We look forward to continuing our collaborations with the Province of Manitoba in 2026, as well as with our other industry partners and associations.

As I reflect on 2025, it has been a year of learning, as well as becoming involved in many projects, that are important to veterinarians and RVTs in Manitoba. I look forward to making progress on our current projects and taking on new ones. I also encourage everyone to become involved with the MVMA, whether that is a council position, a working group, or participating in MVMA events. I am honoured to represent my fellow veterinarians and RVTs on Council. I want to thank my fellow council members, as well as our great staff, for all they do. I look forward to a productive and exciting 2026.



MS.
**Melanie
Browning**

Veterinary
Technologist
Council Member

Term Ends 2028

2025 MVMA COUNCIL MEMBERS

As I present my annual report, I reflect on the progress made to enhance our veterinary community and the exciting initiatives we have undertaken in the past year.

Since joining the MVMA Council in January 2024, I have been dedicated to representing the interests of veterinary technologists and advocating for the growth and development of the veterinary medical profession. I have extended my term on council until 2028 and hope to continue working on these topics.

This year, I have the honor of serving as the association's treasurer, overseeing our financial responsibilities and ensuring fiscal transparency.

One of my key focus areas this year has been updating the Practice Inspection and Practice Standards bylaws, which are crucial for maintaining standards of veterinary care across Manitoba. I joined the PIPs update committee in 2021 and have seen this project through to today, where the bylaw will be presented for approval at the MVMA

AGM. I would like to thank all the veterinary professionals who have contributed time, feedback and suggestions for this project. This has been a massive project, and your help has helped make these bylaws the strongest they can be.

Additionally, this year MVMA has engaged in an ACER study, which investigates the utilization and retention of veterinary technologists. I am excited to see the results from this study and hope the MVMA utilizes them to enhance career prospects, job satisfaction, and retention rates for RVTs throughout the province.

I encourage all members to actively consider joining the Council or participating in committees. Your expertise and passion are invaluable in shaping the future of our profession. Together, we can continue to advance veterinary medicine in Manitoba, ensuring excellence in care for the animals and communities we serve.

Thank you for the opportunity to serve, and I look forward to another productive year ahead.



**DR.
Gwenda Olson**
*Veterinarian
Council Member*

Term Ends 2027

2025 MVMA COUNCIL MEMBERS

I am a mixed animal practitioner with fourteen years of experience, having graduated from the Western College of Veterinary Medicine in 2010. I currently practice at South East Vet Hospital and Niverville Animal Hospital, where I value the balance, complexity, and quiet satisfaction that come with caring for both large and small animals. In February 2024, I joined the MVMA Council, eager to contribute to a profession and a community that has given me so much.

I am proud of the progress Council has made toward its goals and priorities. It is gratifying to see thoughtful, steady work translate into real benefit for the profession. As I look ahead, I remain optimistic about how we will address the ongoing workforce shortage and continue to strengthen collaboration with Registered Veterinary Technologists. With shared effort and mutual respect, I believe our profession will continue to grow more resilient and well prepared for what lies ahead.



**DR.
Douglas Bazinet**
*Veterinarian
Council Member*

Term Ends 2029

I am a veterinarian focused on dairy consulting, based in Steinbach, Manitoba. I have spent my career working closely with producers, and over time I have come to respect both the challenges and the quiet rewards that come with this line of work. It is practical, demanding, and firmly rooted in community, which suits me just fine.

I joined the MVMA Council in November 2024 to fill a vacancy. While I am not currently serving on a committee, I have valued being part of the Council's work this past year. With the PIPS work now complete, our focus has shifted

to the broader realities facing rural veterinary practice, including staffing shortages, retention challenges, and the mental strain that can come with working solo. I have also appreciated our efforts to stay connected with veterinary students and to support those who will carry the profession forward.

Looking ahead, I am interested in continuing this work, particularly in strengthening rural practice and helping students see a clear and viable future in these communities. I am always happy to hear from MVMA members, and I encourage you to reach out anytime.



**DR.
Amanda Swirsky**

*Veterinarian
Council Member*

Term Ends 2028

2025 MVMA COUNCIL MEMBERS

This year marks my 14th year as a small animal practitioner, after graduating from the WCVM in 2011. I currently practice at the Beausejour Animal Hospital, where I've continued to provide high-quality, compassionate care while supporting the needs of clients and their pets in a busy and evolving veterinary environment.

In February 2025, I joined the MVMA council to fill a vacant position, expanding my contributions to the profession beyond clinical practice. This opportunity has broadened my perspective beyond day-to-day practice and allowed me to contribute to the larger conversations shaping the veterinary profession.

Looking back over the past year, the Council and the MVMA have worked diligently with multiple levels of government to develop solutions to the ongoing veterinary professional shortage—an issue that continues to affect clinics, communities, and the well-being of both animals and practitioners. In addition to addressing the general workforce shortage, council has prioritized improving access to veterinary care in remote, rural, and underserved communities. This work has included supporting strategic discussions, contributing to policy development, and promoting sustainable approaches to enhancing service availability. I look forward to seeing our collective efforts and collaborations translate into meaningful progress in addressing the veterinary professional shortage.



**MS.
Laura
Greenhalgh**

*Veterinary
Technologist
Council Member*

Term Ends 2027

2025 MVMA COUNCIL MEMBERS

I have been an RVT for nearly 18 years, starting my career off in small animal hospitals, then working in animal control. I have been an Animal Health and Welfare Specialist with the Manitoba Government for nearly 4 years now. Most of my time is spent working on companion animal welfare cases, and as needed, assisting in disease outbreak management.

This year on council I had the opportunity to join the Hiring Committee to fulfill vacancies for the interim Executive Director and interim Registrar. It was a valuable experience and showed me the

enthusiasm that the applicants had towards contributing to the MVMA with their varied skills and experiences.

I also took the position of MVTA Liaison which has been a great way to stay connected to both associations and have a better perspective of our profession as a whole.

The dedication I see from staff and council members of both associations has been inspiring and motivating and I'm looking forward to the continued work for the remainder of my term.

As a cow calf producer near Lake Francis, Manitoba, and a public member of the MVMA, my time at the board table has been genuinely eye opening.

The sheer amount of work and thought that goes into every decision is impressive. Board members carry the weight of high standards set by the profession and they carry it seriously. Past and present directors give up countless hours to represent the industry and to be fair to everyone involved. Veterinarians, RVTs, clinic staff, and the public who rely on veterinary

care all have a stake, and that balance is no small feat.

It is a fine line and a constant balancing act. No autopilot. No easy calls.

I truly enjoy my time on the board. Volunteering in this role is an honour. To sit at the table, to learn, and to contribute feels meaningful and worthwhile.

Thank you to everyone, past and present, for the warm welcome and for making my time here both enjoyable and impactful.



Dianne Riding

*Public
Representative*

Term Ends 2026



**DR.
Navjot Virdi**

*Veterinarian
Council Member*

Term Ends 2028

2025 MVMA COUNCIL MEMBERS

This past year marked my first term serving on the MVMA Council, and I am honoured to be part of it. I have been practicing as a regulatory veterinarian with Manitoba Agriculture for the past 9 years and currently manage the Meat Inspection Program, overseeing inspection operations at 24 provincially permitted abattoirs.

I have been impressed by the dedication and engagement of both Council members and MVMA staff. Our monthly meetings are well organized, productive, and marked by thoughtful discussion and collaborative decision-making. Serving on Council has been an enriching experience, allowing me to connect with colleagues, learn from diverse perspectives, and contribute meaningfully to MVMA initiatives.

I am particularly proud of MVMA's commitment to strengthening the veterinary profession in Manitoba. One initiative I am closely involved in focuses on addressing veterinary workforce shortages by supporting the integration of foreign-trained veterinarians through mentorship and training. Creating a welcoming and supportive environment is essential to building and retaining a strong workforce for the future.

I encourage members to stay engaged, share feedback, and consider serving on the MVMA Council—it is a rewarding experience that benefits both the profession and the communities we serve.

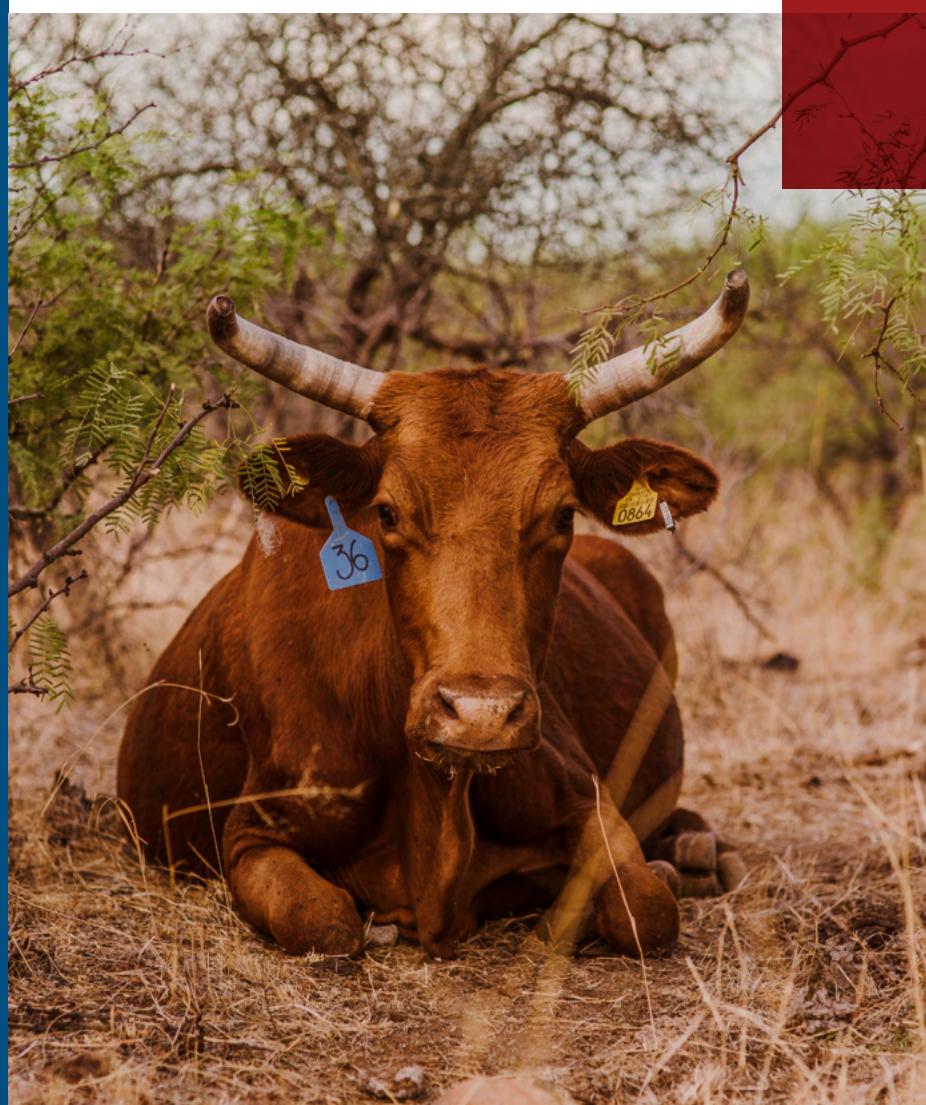
UPCOMING COUNCIL FOR 2026

Following the 2026 Annual General Meeting held on January 30, 2026, Dr. Joe King will conclude his term as President of the MVMA Council. Leadership of the Association will transition to Dr. Kerri-Rae Millar, who will serve as the 2026 MVMA President. During the year,

a vacant veterinarian position on Council was filled by Dr. Navjot Dhaliwal. In addition, standing members Dr. Doug Bazinet and Ms. Mel Browning, each extended their terms, continuing their service through 2026.

Your Council for 2026:

- Dr. Joe King, Past President, Veterinarian Council Member
- Dr. Kerri-Rae Millar, President, Veterinarian Council Member
- Dr. Gwenda Olson, Veterinarian Council Member
- Dr. Douglas Bazinet, Veterinarian Council Member
- Dr. Amanda Swirsky, Veterinarian Council Member
- Dr. Navjot Virdi, Veterinarian Council Member
- Dr. Navjot Dhaliwal, Veterinarian Council Member
- Laura Greenhalgh, Veterinary Technologist Council Member
- Melanie Browning, Veterinary Technologist Council Member
- Dianne Riding, Public Member



MVMA EXECUTIVE DIRECTOR REPORT



Hugh Moran

*Interim Executive
Director,*

executivedirector@mvma.ca

It was with interest that I learned in May of 2025 that the Manitoba Veterinary Medical Association (MVMA) announced an opportunity for an Interim Executive Director. As a Manitoban with an agricultural background and experience in association management it caught my attention. My interest garnered a response from the MVMA with the result that on August 15, 2025, I began work as the Interim Executive Director.

In association management experience is helpful. In this instance I'm a former rancher with association experience in regulated sectors – oil and natural gas and aquaculture (salmon farming).

In assuming the responsibility one's priority is to obtain an understanding of the challenges to determine a sense of direction. For the MVMA it is the veterinary profession shortage, member engagement and continuing education.

The challenges extended to the MVMA's partners and stakeholders. At the top of the partners list is the Manitoba Veterinary Technologists Association (MVTA) and Manitoba Agriculture. Veterinary services in Manitoba are provided by veterinarians and veterinary technologists working under the Veterinary Medical Act as administered by Manitoba Agriculture.

The areas I've listed are in many respects connected. Addressing the issue of the veterinary profession shortage is about recruitment, retention and education all of which involve member engagement.

Other aspects of veterinary services applicable to both urban and rural areas that require attention include questions around telemedicine, temporary clinics, wage competitiveness, mental health supports and the possibilities of virtual/online services.

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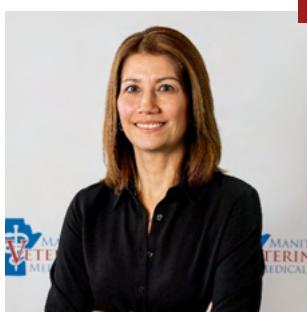
What is the MVMA doing to address the veterinary profession shortage? The MVMA Veterinary Profession Shortage Committee was formed to collaborate with Manitoba Agriculture the MVTA and other stakeholders on solutions. The objective is to provide accessible veterinary services to rural, northern and First Nations communities.

Ideas and studies being discussed include limited license pathways for internationally educated

veterinarians, mentorship/ clinical experience, educational opportunities, an advanced role for registered veterinary technologists, and a review of the veterinary client patient relationship.

A new Practice Inspection, Practice Standards By-Law and a recently announced review of the Veterinary Service Districts in rural Manitoba signal changes are afoot

MVMA STAFF



BARB KRYZANOWSKI

Interim Registrar
barbk@mvma.ca



JO-ANNE HOLOD

Director of Member Services
mvmainfo@mvma.ca



HAILEY MARSH

Communications and Events Coordinator (Term),
engagement@mvma.ca

2025 MVMA MEMBERSHIP REPORT

In 2025, the MVMA added 42 new veterinarian members and 44 new veterinary technologist members to the MVMA.

Welcome to all of our new members!

VETERINARIANS

Dr. Irene Arboleda	Dr. Tammy Hornak	Dr. Cailey Nichols
Dr. Nilo Arboleda	Dr. Hayley Jenkins	Dr. Rustum Orale
Dr. Keegan Bellingham	Dr. Antarpreet Jhandhi	Dr. Patricia Pentney
Dr. Mia Benarroch	Dr. Carla Joseph	Dr. Govind Pillai
Dr. Tessa Bingham	Dr. David Kerr	Dr. Samira Seif
Dr. Kathleen Buckley	Dr. Khrystyna Kozlovska	Dr. Pardeep Singh
Dr. Alyssa Caputi	Dr. Hanna Kristjanson	Dr. Hanna Sollner
Dr. Blossom de Bruin	Dr. Veronica LaCasse	Dr. Michelle Streeter
Dr. Lana Delaney	Dr. Dana Liebe	Dr. Yulii Syniavskyi
Dr. Alexis DeMong	Dr. Amy Lowe	Dr. Andrea Ulrich
Dr. Inderpreet Singh Deol	Dr. Thea Madill	Dr. Mariana Vesna
Dr. Ellie Duncan	Dr. Casey Martinez	Dr. Hemanth Vinnakota
Dr. Jorge Flores Guede	Dr. Hannah Meinders	Dr. Amanda Walker
Dr. Anneliese Heinrich	Dr. Megan Moody	Dr. Kaitlyn Warkentine

VETERINARY TECHNOLOGISTS

Lauren Bedard	Kendra Gauthier	Jennifer Reesink
Ariah-Jae Bellamy	Jessica Gugenheimer	Tim Rehaluk
Abby Berriault	Carmel Hauck	Sonya Robson
Alexis Bielert	Jessica Hill	Wolfy Rose
Vanessa Bily-Marr	Kathryn Hollins	Cristina Santizo Lepe
Jennifer Breukelman	Raelyn Huber	Verena Signer
Wendy Buchanan	Emily Janzen	Shaylyn Smelski
Grace Carson	Ashley Kaczur	Avery Suchar
Katara Chanin (re-issued)	Lindee Kluthe	Tia Thordarson
Hunter Cooke	Parker Kosoric	Sarah Trakalo
Leah Darvill	Aymee Lindberg	Heidi Vanderpol
Megan Desai (re-issued)	Jessica Maxwell	Kaitlyn Whittington
Kelsey Dokuchie	Scotlynd McKay	Bridget Wilford
Erica Dueck	Samantha Payne	Sarah Yanchishyn
Catherine French	Avery Prawdzik	

MVMA Membership as of December 31, 2025

Veterinarians

General Veterinarian
Members (Practicing)

439

Lifetime Veterinarian
Members (Non-Practicing)

12

Student Veterinarian
Members

65

Non-Practicing/Retired
Veterinarian Members

25

Public Veterinarian
Members (Practicing)

9

Short Term Veterinarian
Members (Practicing)

0

Restricted Veterinarian
Members (Practicing)

19

Veterinary Technologists

General Veterinary Technologist
Members (Practicing)

462

Restricted Veterinary Technologist
Members (Practicing)

12

Non-Practicing/Retired
Veterinary Technologist Members

34

Student Veterinary Technologist
Members

63

Animal Health Assistants

6

Practice Inspections Practice Standards (PIPS)

2025 Inspections at a Glance

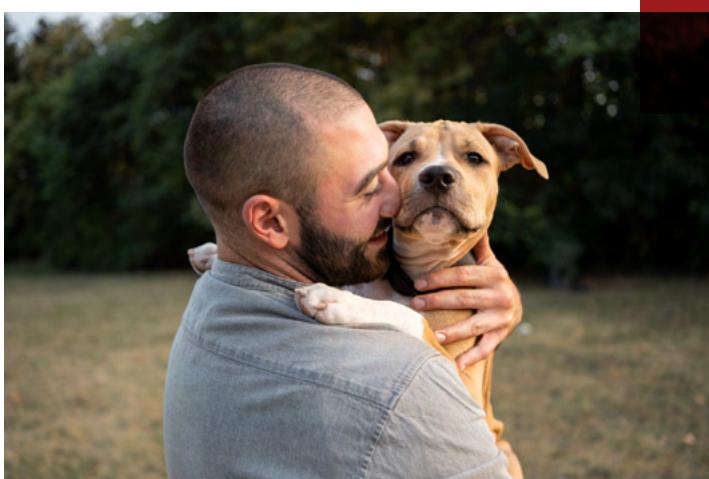
In 2025, the MVMA has completed 73 inspections:

- 17 Self-inspections
- 50 Inspector Inspections by MVMA Inspectors
- 6 Paper Re-inspections by MVMA PIPS Inspectors
- 0 Virtual Re-inspection by MVMA PIPS Inspector
- 0 Virtual Re-inspection by MVMA PIPS Inspector

The MVMA is happy to announce that 7 new practices were opened in 2025. As of December 31st, the MVMA has 157 inspected practices in the province.

2025 MVMA PIPS Inspectors

The MVMA was happy to work with Dr. Max Popp, Dr. Sally McGillivray, and Dr. Erika Anseeuw as its PIPS Inspectors as they diligently completed PIPS Inspections in 2025.





02

COMMITTEE REPORTS

PEER REVIEW COMMITTEE

PRC Report (as of December 31, 2025)

Complaints

	This Year 2025	Last Year 2024	5 Years Ago (2020)
Informal Complaints	93	105	77
Formal Complaints	14	29	27
Referrals made by the Registrar	0	2	1

2025 Outcomes

Complaints Committee	
Refer to Inquiry	6
Dismissed	14
Advise given to member	2
Formal Caution	0
Agreement	4
Voluntary Surrender of Registration/Licence	0
Total Matters resolved in 2025	26
Inquiry Panel	4
Court of Appeal	0

Appeals

	This year-2025	Last Year- 2024	5 years ago (2020)
Appeal of Complaints Committee Decision by the complainant to an Appeals Committee	5	5	6
Appeal of an inquiry Decision by the member to the Court of Appeal	0	1	0

Comments from the Peer Review Committee Chair, Dr. Chandra Hickling

The Peer Review Committee has experienced another busy year. We work to protect the public interest while also supporting veterinarians and registered veterinary technologists to ensure they are not unjustly penalized. We appreciate the patience and cooperation of members while we investigate and make decisions on complaints. This is my first full year rejoining the committee as chair, and I am happy to be working with some of the most dedicated and hardworking volunteers. While it often feels like a thankless job, I want to take this opportunity to thank all our PRC members on behalf of the MVMA.

We currently have four Peer Review Complaints Committees (PRCCs) working on up to three cases at a time. Each committee has 3-4 members, comprised of 2-3 veterinarians and one layperson/public member. When applicable, an RVT will be exchanged for a veterinarian. Barb Kryzanowski, MVMA Interim Registrar, works closely with the PRC. She receives the initial enquiries, explains the process, and provides complainants with the documents should they wish to lodge a formal complaint. Once the complaint is received, she seeks out all the relevant information and a response from the member. Complaints are assigned to a PRCC with the input of the Chair, generally in the order of reception, with those of a serious nature being given priority. The PRCC

is then provided the opportunity to request an investigator to assist with compiling the relevant information. Barb acts as a go-between the PRCC and the investigator to ensure that all the requested information is obtained. The investigators are fully trained and do receive payment for their work. This relatively new step has been added with the council's support to ensure a fair and thorough evaluation, reduce the workload of the PRCCs, and expedite the process. We also rely on our wonderful legal counsel, Terra Welsh, when required. The decisions are made by the sole discretion of the PRCC and Peer Review Appeal Committees (PRACs) based upon the Veterinary Medical Act, along with MVMA bylaws. The final letters to the complainant and members are sent prior to the Chair's review.

Inquiry panels are formed from a roster of PRCC members and reserve members when a PRCC cannot come to a satisfactory decision.

This year, our PRCCs have worked diligently to reduce the backlog of cases. Last year, we had a high number of formal complaints, while this year, we have received 14. Informal complaints were still significant at 93. Informal complaints are generally managed at the level of the MVMA office, where the process is outlined, and potential complainants are encouraged to seek resolution with the member prior to proceeding with a formal complaint.

Twenty-six matters were resolved in 2025. The majority (14) were dismissed, two resulted in advice to a member, and four involved acceptance of an agreement. The remaining six were referred to inquiry. This year, an inquiry was held with four files involving one member, and a joint agreement was reached. There is still an outstanding inquiry from March of 2024 that is nearing the final stages. Five appeals of a PRCC decision and no appeals of inquiry were received in 2025.

Complaints are a reality in our profession. Although we as veterinary professionals strive to do our best, circumstances may prevent our full attention, and mistakes or misunderstandings may happen. Generally,

more complaints are a result of lack of communication, heightened emotions, or financial restraints rather than lack of skill, judgment, or ethics. Transparency, honesty, and integrity are qualities that pet families and producers appreciate and respect. Clear and complete records, effective communication, offering best practices as well as a spectrum of care, and referral when indicated can go a long way toward preventing complaints and ensuring a positive outcome for the veterinary team should a complaint arise. Supporting our colleagues and recognizing that there are always things to improve upon and learn helps us all provide better care for our patients and those who love them or whose livelihood depends on them.



AD HOC UNAUTHORIZED PRACTICE COMMITTEE

Committee Members

Members of the Equine Subcommittee: Dr. Chris Bell, Dr. Mackenzie Marks, Dr. Brad Lage, Dr. Lea Riddell

Members of the Small Animal Subcommittee: Dr. Esther Hillonov, Rhonda Foote RVT, Dr. Birtie Klug, Dr. Cara Warkentin

About the Unauthorized Practice Committee

The MVMA Council established the Unauthorized Practice Committee in the fall of 2021 to better address reports of unauthorized practice. This Committee is tasked with protecting the public by ensuring that only those who are licensed and/or registered in Manitoba are providing veterinary services. The MVMA Council believes that having a committee of MVMA members review complaints of unauthorized practice ensures that experts review each complaint and properly assess the level of risk posed.

The following Principles guide the Committee as it undertakes its work:

Transparency

This committee, comprised of MVMA membership, helps the MVMA Council ensure that each report of unauthorized practice is appropriately reviewed and addressed.

Risk Assessment

This committee will be expert and best able to assess the risk posed by those providing veterinary or veterinary adjacent service.

Proportionality

The committee will help ensure that limited resources are dedicated to higher-risk matters while fewer resources are dedicated to lower-risk matters.

Animal Welfare

The committee will uphold animal welfare as paramount.

Collaboration

The committee will develop relationships with other overlapping regulatory bodies to ensure the protection of the public and their animals.

2025 Report Small Animal

2024 2025

Total Matters Received 25

Total Matters in Progress 0 0

Total Matters Resolved* 23

Outcomes (could include more than
one) Cease & Desist Letter 12

Educational Material 13

Reports to Animal Welfare Branch 0 0

Reports to Workplace Health and Safety 0 0

Not within MVMA Jurisdiction 0 0

Insufficient Information 0 2

* Matters resolved will stay on file for further
review if an additional report is received.

2025 Report Equine

2024 2025

Total Matters Received 11

Total Matters in Progress 10

Total Matters Resolved* 0 1

Outcomes (could include more than
one) Cease & Desist Letter 0 1

Educational Material 0 1

Reports to Animal Welfare Branch 0 0

Reports to Workplace Health and Safety 0 0

Not within MVMA Jurisdiction 0 0

Insufficient Information 10

* Matters resolved will stay on file for review if
an additional report is received.

Comments from Committee Member, Dr. Esther Hillonov:

This year, the Unauthorized Practice Committees (both Equine and Small Animal) have continued to respond to reports of unauthorized practice of veterinary medicine in Manitoba, resolving these issues with either Cease and Desist letters or educating the public on who can and cannot practice veterinary medicine. These committees aim to protect the health and welfare of animals in Manitoba as well as protect the rights of our veterinarians and veterinary technologists, and we are pleased with the work that has been done in 2025. As a reminder, if a case of unauthorized veterinary practice is suspected, I encourage you to contact the MVMA office so the matter can be investigated.



PRACTICE INSPECTION AND PRACTICE STANDARDS (PIPS) OVERVIEW COMMITTEE – ANNUAL REPORT

In 2020, the MVMA Council identified long-standing issues with the existing Practice Inspection and Practice Standards (PIPS) By-Law. In response, in the fall of 2020, the MVMA Council approved a review of current practice standards. The newly created Ad Hoc PIPS Rewrite Committee met monthly from June 2021 to May 2022. During this period, the Committee conducted a comprehensive review of existing practice standards, identifying gaps, redundancies, and areas that required modernisation.

In the fall of 2022, the Committee transitioned into smaller working groups to address outstanding and specialised practice standards in greater detail. Draft standards developed by these working groups were brought back to the full Committee for review and refinement. These drafts were subsequently reviewed by MVMA staff and the MVMA Council to ensure regulatory alignment, operational feasibility, and clarity of purpose.

Throughout 2024, the draft PIPS By-Law underwent extensive consultation. Feedback received during these consultations informed further revisions to the draft PIPS By-Law.

In 2025, the PIPs resource working group created guidance documents for clinics to access. The PIPs Oversight Committee was formed, which included all three PIPs inspectors. The PIPs Oversight Committee reviewed consultation material, the content of the by-law, and the practical application of the proposed by-law. PIPs inspectors also conducted side-by-side trial inspections with both the existing PIPs By-Laws and the proposed new PIPS By-Law.

The current draft of the MVMA PIPS By-Law differs from the existing by-law in several important ways. The proposed by-law offers updated references and resources for veterinary practices; a modernised structure that allows for the addition of new practice activities and modalities without requiring a full by-law rewrite; and customizable regulations and standards based on the specific activities and modalities of individual veterinary practices.

To ensure successful implementation, the proposed PIPS By-Law includes a delayed coming into force date. This will allow time for:

- The development of administrative processes, protocols, and inspection tools
- Education and communication for members and inspectors
- Any additional amendments identified through continued consultation

The PIPS By-Law review and rewrite process represents a multi-year, consultative effort to modernise veterinary practice oversight in Manitoba. Through committee work, extensive

consultation, inspector engagement, trial inspections, and repeated Council review, the MVMA has developed a framework that is flexible, transparent, and responsive to the evolving veterinary profession while maintaining its core mandate of public protection. We would like to thank everyone who participated in this long project. THANK YOU to the committee members, the resource creators, the consultation participants, the PIPs inspectors, and the MVMA staff. We are ecstatic that this by-law is moving forward to the Annual General Meeting!



AD HOC WELLNESS COMMITTEE

Committee Members

Chair: Dr. Deanne Wilkinson

Members: Jennifer Meub RVT, Dr. Terry Whiting, Dr. Judy Hodge

About the Ad Hoc Wellness Committee

The Ad Hoc Wellness Committee was created in the spring of 2022 to create an MVMA program to support members' mental health and addiction issues.

The Horizon

Looking ahead, the Wellness Committee remains committed to enhancing wellness support services. As part of its forward-looking strategy, the committee is actively exploring various options to develop and expand the MVMA's wellness platform. This initiative aims to ensure that members have access to relevant, accessible, and impactful wellness resources tailored to the unique challenges of the veterinary field.

The committee extends its gratitude to all contributors and stakeholders for their valuable input and support throughout this process. Together, we continue to build a healthier and more resilient professional community.

Comments from committee member, Dr. Deanne Wilkinson:

With the renewal of the Homewood Health contract, the MVMA Wellness Committee has begun focusing its efforts on assessing what other supports may be beneficial to members. Through discussions with other organizations in the mental wellbeing sphere, conducting an environmental scan to identify specific membership needs may be the most beneficial next step. This will allow us to begin brainstorming how to provide support in these areas.

Members are reminded that the MVMA Wellness Toolkit is available on the MVMA website and it aims to offer a holistic perspective of mental wellbeing through various resources and supports. Members are encouraged to reach out to myself at any point with feedback on the Wellness Toolkit or any other aspect of mental wellbeing in veterinary medicine. It is important to remember that connection and relationships are fundamental to mental wellbeing. Veterinary medicine is a small, but mighty, community in Manitoba and I encourage everyone to support one another this coming year.

RURAL ISSUES COMMITTEE

Committee Members

Chair: Dr. Jennifer Demare

Members: Dr. Chris Bell, Dr. Claus Leppelmann, Dr. Joe King

About the Ad Hoc Rural Forum and Vet Retention/Shortage Committee

The Rural Issues Committee, formerly known as the Ad Hoc Rural Forum and Vet Retention/Shortage Committee, remains dedicated to addressing challenges faced by rural veterinary practices, including the shortage of veterinary professionals. The Committee has played a key role in advocating for increased funding for veterinary training and continues to organize the Annual Rural Forum.

Accomplishments

In 2025, the Rural Issues Committee continued its work at the intersection of policy, practice, and rural reality. The Committee hosted the Rural Forum virtually, bringing together veterinarians, RVTs, students, and stakeholders for an evening of focused discussion on sustainability, workforce development, and scope of practice in rural Manitoba.

The Forum opened with the Large Animal Fee Guide, including a comparison with the existing VSD Fee Schedule. Discussion focused on how fee guides are developed, their potential value in rural practice, and the feasibility of creating a Manitoba specific

guide. Participant polling provided early insight into interest levels and willingness to contribute clinic data, laying groundwork for future Council consideration.

Externships and clinical rotations for WCVM students were also highlighted, including the introduction of a new four week primary care experience. Presenters shared both program structure and firsthand experiences, emphasizing the role of rural placements in recruitment, mentorship, and exposure to mixed and large animal practice.

The Forum also introduced several active research initiatives relevant to rural practitioners, including studies on VCPR requirements, RVT utilization, and the potential development of advanced RVT roles. Presenters outlined study goals, participation requirements, and how findings could inform policy and regulatory decisions affecting rural practice.

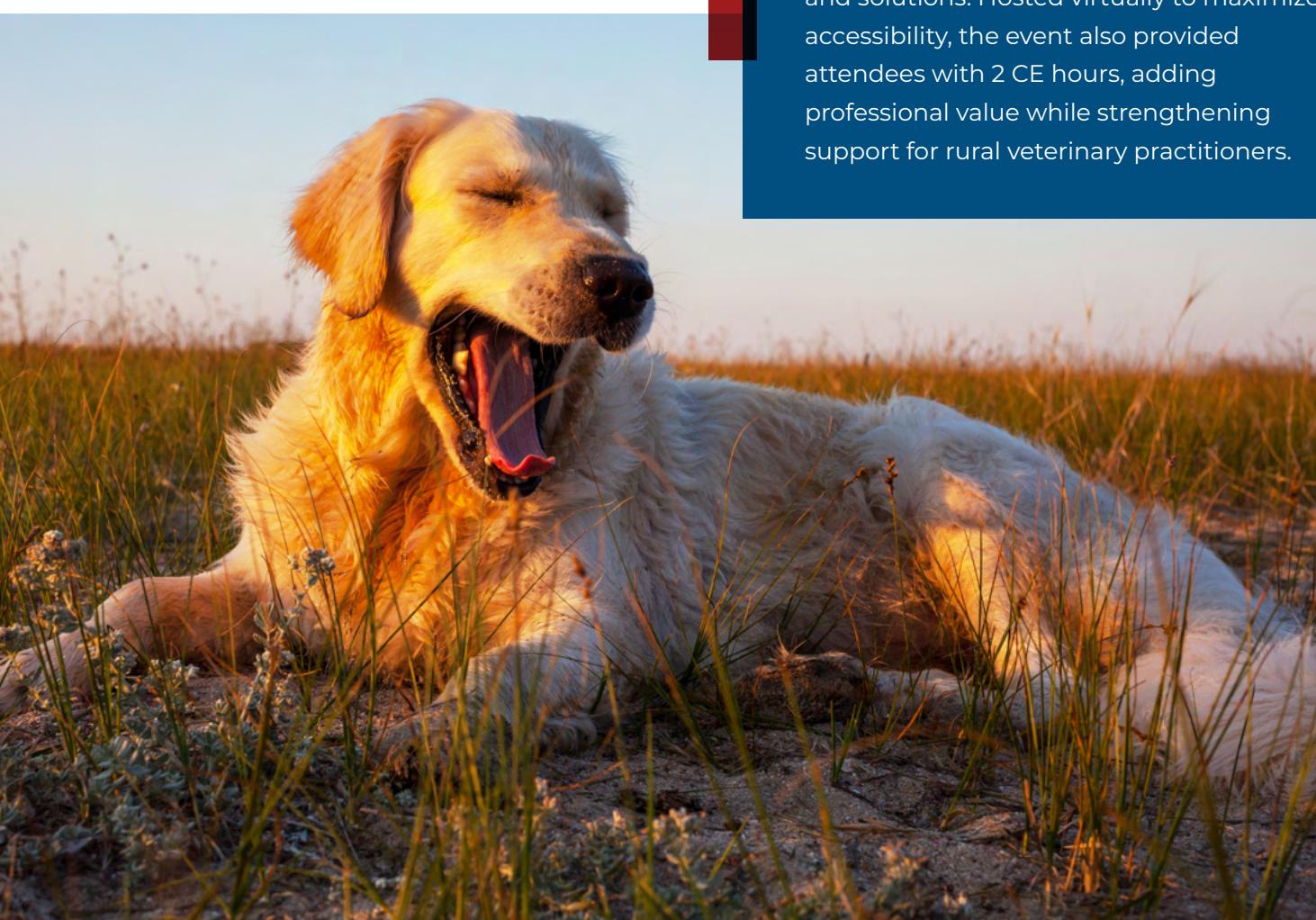
The evening concluded with facilitated breakout discussions, allowing participants to engage deeply with evolving issues such as VCPR timelines, delegation of veterinary tasks, RVT scope of practice, and the growing debate around non veterinarian involvement in bovine pregnancy detection. These discussions reflected both longstanding concerns and emerging pressures.

Horizon

Looking ahead, the Rural Issues Committee will support the MVMA Council by providing feedback from the Forum on the potential development of a Manitoba specific Large Animal Fee Guide. The Committee will also continue to contribute to research examining VCPR requirements, RVT utilization, and evolving scopes of practice, with the goal of balancing professional integrity, access to care, and the long term sustainability of rural veterinary services.

Comments from Committee Chair, Dr. Jennifer Demare

The committee successfully delivered a Rural Forum Day focused on supporting rural veterinary practice, providing a dedicated platform for education, collaboration, and problem-solving. The session addressed rural fee reviews, WCVM externship and rotation needs, and the role of study contractors and research initiatives relevant to rural clinics, while also offering round-table discussions for participants to share real-world challenges and solutions. Hosted virtually to maximize accessibility, the event also provided attendees with 2 CE hours, adding professional value while strengthening support for rural veterinary practitioners.



ENGAGEMENT COMMITTEE

The Engagement Committee provides advisory input to MVMA staff on continuing education, events, and member communications, with the goal of strengthening meaningful engagement across veterinarians, RVTs, practice managers, and students.

The committee met three times in 2025 and focused primarily on improving the quality, structure, and accessibility of in-person continuing education. Members consistently supported hands-on, specialist-led programming, particularly wet labs and small-group sessions. Recommendations included separating lectures from wet labs, offering role-appropriate content, and adjusting pricing to reflect value. The committee also contributed to the development of a revised CE survey to better understand member preferences, pricing tolerance, and format needs.

The committee provided feedback on MVMA communications and event promotion, including The Post, event posters, and reporting templates. Emphasis was placed on clearer messaging, improved visual content, better targeting of practice managers, and more consistent event reporting to support data-driven planning.

Additional discussions addressed student engagement, staff appreciation opportunities, and sponsorship and advertising considerations. Members emphasized the importance of aligning sponsorship decisions with MVMA's regulatory role and prioritizing local, science-based, non-competitive services.

The committee continues to serve as a practical sounding board, supporting staff with grounded, member-informed guidance.





RVT SCOPE OF PRACTICE, RETENTION, AND CAREER ADVANCEMENT COMMITTEE – **ANNUAL REPORT**

The activities of the RVT Scope of Practice, Retention, and Career Advancement Committee in 2025 were primarily focused on the continuation of work initiated in 2024. MVMA and MVTA contracted Acer Consulting to conduct the Manitoba Government funded study examining RVT retention, utilization, and career advancement.

The research undertaken by Acer is expected to provide critical data and evidence to support future decision-making related to RVT retention strategies, scope of practice optimization, and potential career pathway development, including consideration of advanced or expanded roles.

The MVMA and MVTA anticipate receiving the final study results in early 2026. Upon receipt, the findings will inform the Committee's next phase of work, including potential recommendations to Council, member consultation, and further advocacy efforts aimed at strengthening the RVT workforce in Manitoba.

The MVMA and MVTA remain committed to supporting the long-term sustainability of the veterinary profession by improving RVT retention, professional advancement opportunities, and effective utilization within veterinary practices.

MANITOBA COMMUNITY VACCINATOR PROGRAM

2025 UPDATE

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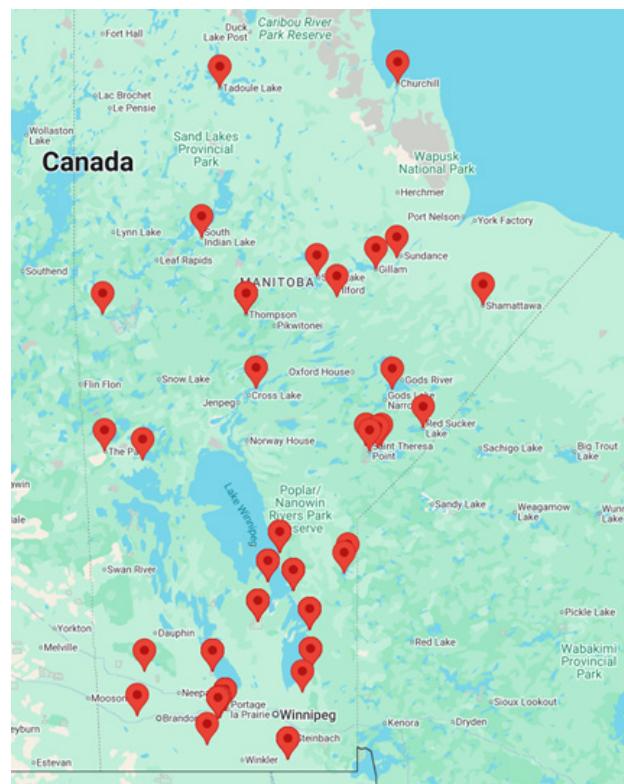


Figure 1: A map depicting the locations of community vaccinators in Manitoba.

The MCVP was developed by a working group created in 2021, consisting of Manitoban veterinarians, public health experts, and MVMA representatives. It has since disbanded. The program is administered by the MVMA, with review and input from the Manitoba Chief Veterinary Office. In May 2025, the Manitoba Government announced a \$50,000 grant to the MVMA to support the MCVP. The funds will assist with the training of community vaccinators and the provision of supplies such as syringes and vaccines to participating communities.

For more information on the program and to learn how to participate, please visit <https://www.mvma.ca/mcvp/>



ADVOCACY MATTERS!

In 2025, the Manitoba Veterinary Medical Association (MVMA) made significant strides in advocacy, securing essential funding and strengthening partnerships to address the province's veterinary service challenges. Here's a comprehensive look at the advocacy efforts that are shaping the future of veterinary medicine in Manitoba:

Supporting Veterinary Students

Recognizing the financial burden faced by Manitoba students at the Western College of Veterinary Medicine (WCVM), MVMA successfully advocated for additional funding. In addition to the \$70,000 already available for non-IPA Manitoba students, an additional \$100,000 in Return to Service grants was introduced. This initiative supports students who have not received government subsidization for their Doctor of Veterinary Medicine (DVM) degrees while addressing the province's veterinary shortage.

Strengthening Veterinary Practice Management

NAVC Certified Veterinary Business Leader Course

In 2025, the MVMA strengthened its Continuing Education portfolio by supporting member participation in the NAVC Certified Veterinary Business Leader Course. This initiative was delivered through funding from the Sustainable Canadian Agricultural Partnership grant and focused on building practical business and leadership capacity within the profession.

Up to 20 fully funded spots were offered to MVMA members and veterinary students, reducing financial barriers to high-impact professional development. The self-paced, online program is designed for veterinarians, RVTs, practice managers, and veterinary team members, and provides training in core areas such as practice management, leadership, and financial fundamentals.

By investing in business and leadership skills alongside clinical expertise, the MVMA continues to support the long-term sustainability and resilience of veterinary practices across Manitoba.

Major Funding Through the Sustainable Canadian Agricultural Partnership

The MVMA was awarded \$200,000 over two years through the Sustainable Canadian Agricultural Partnership to address the growing shortage of veterinary professionals, particularly in rural and remote areas. This funding supports a series of targeted studies designed to strengthen workforce capacity, improve access to care, and modernize service delivery across Manitoba.

Key funded projects include:

Feasibility Study for a Mid-Level Practitioner Role:

- This study examines the practicality of introducing a mid-level practitioner role, similar to physician assistants in human medicine, to help alleviate workload pressures and support veterinary teams.

Enhancing the Utilization of Registered Veterinary Technologists:

- This project focuses on better leveraging RVTs' full scope of skills, with the goal of expanding their roles within veterinary practices while maintaining high standards of care.

Rural Access to Care and VCPR Review:

- This initiative assesses access to veterinary services in rural and remote areas, identifies service gaps, and explores opportunities to improve Veterinary Client Patient Relationship requirements. Areas of review include telemedicine, after-hours care, and expanded RVT involvement.

All studies funded under this program are underway and are expected to be completed in 2026, with findings intended to inform future policy, education, and workforce planning initiatives.

Expansion of the MVMA Community Vaccinator Program

In 2025, the MVMA received \$50,000 through the Manitoba Government's budget to expand the Community Vaccinator Program, a longstanding initiative that improves access to basic veterinary care in northern and Indigenous communities.

This funding supports the training of community-based vaccinators and covers essential equipment, vaccines, and medications. The program operates on a mentorship model, with licensed veterinarians providing oversight and guidance to local community members who deliver routine animal health services. This approach allows care to reach areas where consistent veterinary access is limited, while maintaining professional standards and continuity.

By investing in local capacity and veterinary mentorship, the program strengthens trust-based relationships between veterinary professionals and underserved communities. It also supports a sustainable, community-led model of care that extends the reach of veterinarians and reinforces long-term engagement rather than short-term intervention.

The MVMA will continue working with veterinarians currently involved in the program and will encourage additional participation as the program expands.

Acknowledgments

MVMA's advocacy successes would not have been possible without vital partnerships and collaborative efforts. We extend our heartfelt gratitude to Keystone Agricultural Producers (KAP) and its Labour Task Group for their unwavering support and advocacy efforts, to Commodity Groups for recognizing and addressing industry challenges alongside

us, and to Government Staff for fostering a collaborative working relationship and supporting innovative solutions to Manitoba's veterinary care needs. Through these advocacy efforts, MVMA continues to build a stronger veterinary community, ensuring quality care for animals and resilient practices across Manitoba.





03

STAKEHOLDERS

MANITOBA VETERINARY TECHNOLOGIST ASSOCIATION 2025 REPORT



We are pleased to submit the annual summary report of the Manitoba Veterinary Technologists Association (MVTA) for the year 2025. This overview encapsulates our association's achievements, collaborations, and key initiatives during the past year, underscoring our commitment to advancing the veterinary technologist profession in Manitoba.

Self-Assessment Tool

Building on the MVMA's Delegation of Veterinary Tasks Policy, the MVTA launched a new Self-Assessment Tool in 2025. This resource helps RVTs evaluate their competencies for CE requests, new employment, and discussions on delegation and mentorship with employers. We encourage members to use this tool actively and will leverage it to guide future CE planning.

Continuing Education

In 2025, we offered Recover CPR training on March 22, providing practical lifesaving skills for members. The MVTA also hosted our annual Advanced Training Conference on October 18–19, featuring 13 hands-on sessions that were well attended and received strong positive feedback. Thanks to sponsorship, we provided five travel bursaries to support rural members.

RVT Month Activities

October 2025 was officially proclaimed Registered Veterinary Technologists' Month in Manitoba by Honourable Ron Kostyshyn, Minister of Agriculture. His proclamation commended MVTA's leadership and the dedication of RVTs to animal healthcare across the province. We celebrated with strong member engagement through the "Show Your Love Scope" contest with winners and nominators to be recognized at the Membership Engagement Awards Dinner with personalized stethoscopes and a scavenger contest showcasing RVT role in veterinary medicine.



MVTA Advancement Fund

The MVTA awarded funding to three recipients pursuing advanced credentials, including a Master of Education, VTS in Clinical Pathology, and Canine Rehabilitation certification. We are proud of our members' dedication to professional growth and remain committed to supporting their advancement.

Partnerships and Outreach

Partnerships and collaboration continued to drive our success this year.

In partnership with the ABVTA, MVTA provided a complimentary Emergency Preparedness Wetlab, which proved especially meaningful for members impacted by recent wildfires.

Our relationship with the MVMA remained strong. MVTA representatives attended Council meetings throughout the year, ensuring ongoing communication and cooperation on key professional issues.

MVTA also stayed active in advocating for the profession through:

- Provided feedback on MVMA's CE Policy updates.
- Submitted recommendations during the MVMA PIPS Bylaw Rewrite process.
- Engaged in ongoing discussions around unauthorized practice, scope, and title protection which are critical issues affecting RVT retention and public protection.

Through our partnership with the MVMA, MVTA attended monthly update meetings relating to the Feasibility Study for Advanced RVT Role and Barriers to RVT Utilization studies that were being conducted by Acer and provided resources towards the literature review.

At the national level, we participated in regular Provincial RVT Association meetings; both virtually and in person. The Strategic Session in Victoria, BC this June was an important step forward in advancing national collaboration. Looking ahead, MVTA and our members will take part in the National Member Engagement Survey running from January to May 2026.

Our Executive Director participated on the RRCP Advisory Committee. Educational outreach included presentations to 2nd year students on April 10 and participation in the Awards Luncheon on November 6, celebrating the achievements of outstanding students.

MVTA Executive Director Donna Taraschuk and Director Trish Lobaton, RVT, represented the MVTA at the Fort Richmond Career Symposium (April 24), introducing students and educators to the RVT profession. We also supported the Future Now Career Expo by providing Manitoba Agriculture with resources to promote RVT careers.

Conclusion

2025 was a successful year for the MVTA, marked by collaboration, member engagement, and a continued focus on advancing the veterinary technologist profession. We are proud of our achievements and remain committed to fostering the growth and recognition of veterinary technologists in Manitoba. We look forward to another productive year in 2026.



STRENGTHENING THE VETERINARY PROFESSION TOGETHER **2025 REPORT**

The CVMA is Canada's national and international voice for veterinarians and we are also proud to partner with the Registered Veterinary Technologists and Technicians of Canada (RVTTC) to voice the concerns of Canada's registered veterinary technicians.

Throughout the last year, the CVMA has continued to advocate on behalf of the profession in a variety of ways. In November 2025, CVMA represented the veterinary profession on Parliament Hill, advocating for meaningful, long-term solutions to national challenges. Over two days, CVMA leaders held a national press conference and 34 meetings with Members of Parliament and senior government officials from across Canada. These included 16 meetings with representatives of the Liberal Party of Canada, 13 with the Conservative Party of Canada, one with the New Democratic Party of Canada, two with the Bloc Québécois, and three with non-partisan civil servants. Discussions focused on three critical issues affecting the profession:

- Severe shortages of essential veterinary medications
- A growing workforce gap among veterinarians and veterinary technicians and technologists
- Increasing mental health pressures across the profession



The meetings were well received, with several Members of Parliament expressing interest in continued engagement. Multiple follow-up conversations have already taken place, and the CVMA will continue to strengthen relationships with parliamentarians, ministers, and senior government officials to advance sustainable solutions for the veterinary profession.



Leading Edge for Veterinarians: Pilot Program Update

The Leading Edge for Veterinarians pilot program reached its mid-point in late 2025, with early results demonstrating strong engagement and positive outcomes. This RACE-accredited, evidence-based mentorship and professional development program is delivered through the Lincoln Institute of Veterinary Business and focuses on strengthening non-clinical skills that support resilience, leadership, workplace relationships, and long-term career sustainability. Launched in April 2025, the 12-month pilot includes weekly online learning modules, six live webinars, and a facilitated online peer community. Four webinars were delivered in 2025, with the remaining two scheduled for early 2026.

Fifty-four veterinarians and veterinary students from across Canada are participating. The cohort reflects diverse career stages, practice types, and geographic settings, including companion animal, mixed animal, large animal, specialty, academia, government, and industry roles in both rural and urban communities. Engagement has been consistently strong, with most participants completing weekly modules.

Program evaluation is ongoing through pre-course and mid-point surveys. Early feedback has been highly positive, with participants reporting improved mindset and self-awareness, clearer professional boundaries, renewed focus on core veterinary values, and increased confidence navigating career and workplace challenges. Based on the success of the pilot to date, the CVMA is exploring opportunities for a broader rollout in 2026.

From Vision to Action: A Year of Firsts for CVMA R.I.S.E.

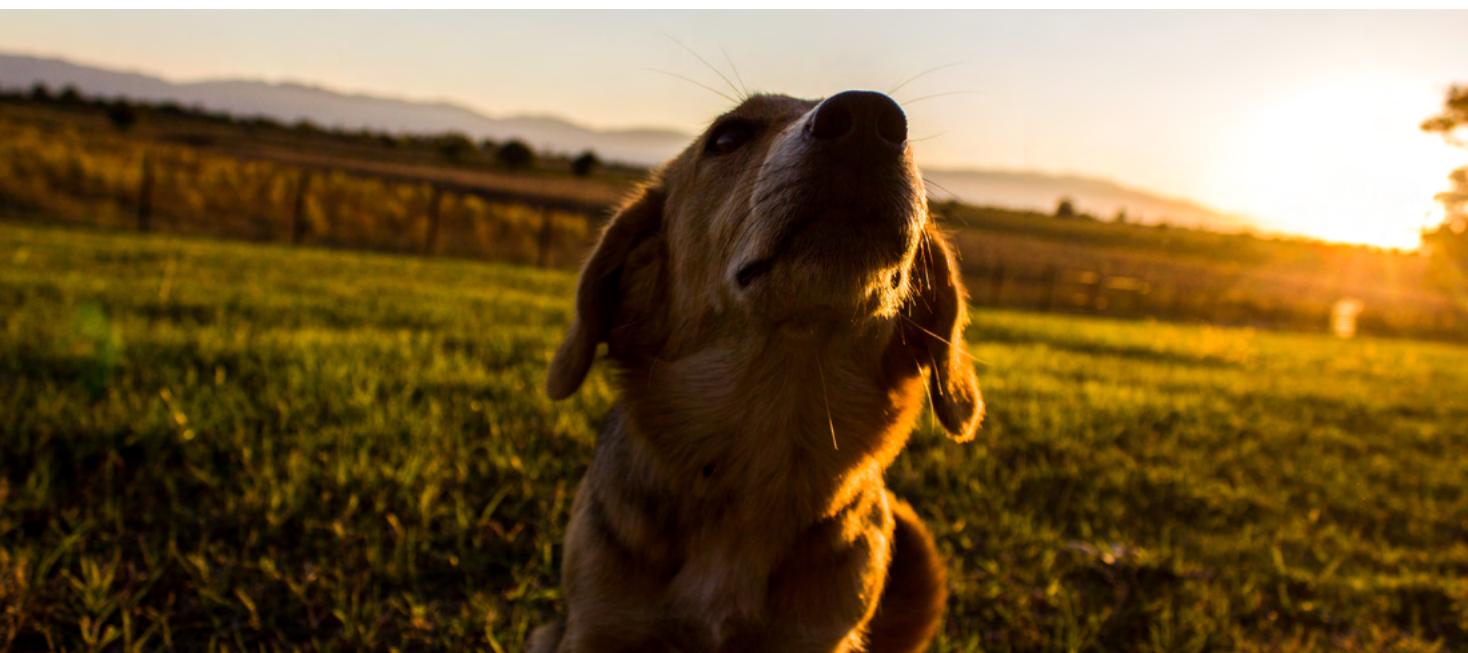
In 2025, the CVMA Resilience, Inclusion, Support, Empowerment (RISE) Well-being, Diversity, Equity, Inclusion, and Accessibility (WIDEA) Program transformed vision into action. Under the leadership of the WIDEA Committee, initiatives that did not exist one year earlier are now delivering meaningful improvements in health, inclusion, accessibility, and support for veterinary professionals across Canada.

Work began to customize the English version of The Working Mind for veterinary medicine and to develop Canada's first French-language version, including veterinary-specific recovery videos and workplace scenarios (sponsored by Petsecure). The facilitator team expanded to include Lucie Langevin-Neil, RVT, the program's first bilingual facilitator, and Dr. Rebecca Lynes, alongside Dr. Leann Benedetti and Dr. Marie Holowaychuk.

CVMA delivered Mental Health First Aid training (sponsored by Merck Animal Health) for the first time. High demand resulted in two fully subscribed courses and a waitlist of more than 40 participants.

Togetherall, the anonymous 24/7 peer-support platform (sponsored by Western Financial Group) with clinical oversight, expanded nationally. The program is now providing access to nearly 50,000 veterinary professionals.

The new Amplify Joy webpage (sponsored by co.vet) launched to share authentic stories of veterinarians and teams finding meaning, positive emotion, and accomplishment in their work and lives.



VetConnect Growth, the curated network of licensed mental health professionals with lived experience as veterinarians or registered veterinary technologists, expanded from four to nine providers.

The first of four Diversity, Equity, and Inclusion webinars delivered by Dr. Woodsworth attracted 300 registrants, with 86 percent reporting high relevance to their work. In partnership with Obivet, and sponsored by Purina Pro Plan Veterinary Diets, the series will be converted into self-directed, RACE-approved learning modules.

CVMA delivered its first French-language suicide awareness training webinars in partnership with Association des médecins vétérinaires du Québec (AMVQ), Association des Médecins Vétérinaires Praticiens du Québec (AMVPQ), the Quebec Association of Suicide Prevention and sponsored by Merck Animal Health.

CVMA partnered with the Black Veterinary Association of Canada (BVAC) to introduce veterinary medicine to Black youth through a hands-on discovery day and to promote representation and belonging within the profession.

Canada's first veterinary cyberbullying crisis communication support line and resource website were launched, providing confidential 24/7 access to expert guidance and practical tools.

CVMA hosted its first webinar on the Rick Hansen Foundation workplace accessibility certification, with 80 percent of participants identifying a tangible improvement to implement. For the first time, American Sign Language interpretation was provided at the CVMA Convention for the keynote and select sessions. Accessibility was further enhanced through Wordly captioning and audio translation in more than 20 languages for webinars.

National Examining Board Investments Approved

At its fall 2025 meeting, CVMA Council approved funding for several National Examining Board initiatives to be implemented in 2026, including limited licensure, psychometric assessment of NEB examinations, and development of a new database.

This overview highlights only a small selection of the work the CVMA advanced over the past year to support, strengthen, and represent the veterinary profession. These efforts would not be possible without the engagement of our members in Manitoba and across Canada, or the dedication of more than 600 volunteers who contribute their time, expertise, and leadership to advance the CVMA's mission. Our members and volunteers are central to everything we accomplish together. Thank you for your continued commitment to your national association, the veterinary profession, and the animals, clients, and communities you serve every day.

DR.
Tracy Fisher
2025-2026 CVMA
President

REPORT ON 2025 ACTIVITIES OF THE CANADIAN ANIMAL BLOOD BANK



The past year has seen continued growth and change for the Canadian Animal Blood Bank (CABB) as we work to supply veterinarians with the high-quality blood products they need to provide comprehensive veterinary health care.

Expanding operations, strengthening quality control

In January, CABB added Halifax as a regional unit of operations. While a good deal of preparatory work was done to “hit the ground running,” positive tests for arthropod vector diseases have challenged our donor recruitment efforts, and we continue to test new ways to grow in Nova Scotia. Groundwork was also done on establishing operations in Vancouver. Launching in spring 2026, this addition would complete the network of processing, storage, and distribution centres required to meet our primary mission statement goal.

CABB made significant progress in strengthening our quality control systems and processes. We implemented a national temperature-monitoring system to improve traceability and oversight across storage and distribution points, and we continue to review and update quality control documentation to align with best practices. We also are evaluating temperature-control solutions for shipments to ensure product stability while in transit. This year, CABB partnered with

the Faculty of Veterinary Medicine (CHUV) at the Université de Montréal to look at the prevalence of the DAL-negative antigen and help identify rare blood types in the canine donor population.

Advancing veterinary transfusion medicine

What started as an internal education initiative to strengthen our staff’s knowledge has grown into a much broader learning opportunity for the veterinary community. Under the leadership of CABB board member Dr. Marie Holowaychuk, our program has been opened at no cost to veterinarians, technicians and students as part of CABB’s commitment to education and professional development. This year’s offerings included webinars on plasma and plasma derivatives featuring Dr. Erin Mays, Diplomate of the American College of Veterinary Emergency and Critical Care, and the management of bleeding disorders featuring Dr. Marjory Brooks, Director of the Comparative Coagulation Laboratory at Cornell University. Both sessions were attended by registrants from across Canada and around the world. The continued interest and engagement in our “Unleashing Expertise” series speaks to both the growing relevance of transfusion medicine and CABB’s emerging role as a trusted resource in the field.

A growing team

CABB experienced significant staffing changes in 2025. Laboratory Director Lynnette Beaudin resigned in August to pursue a senior position with Canadian Blood Services, returning to a specialized area of work she has long been passionate about. As we wish Lynnette success, we are excited to welcome Deanna Wiebe as our new Laboratory Director. Deanna starts in January 2026 and brings over 25 years of experience and leadership in laboratory operations and supporting plasma-derived product manufacturing.

As the scope and complexity of our operations increases, having a professional, highly skilled and compassionate team will enable us to deliver results. New hires in Ontario and Manitoba have expanded our collection, processing and logistical capacity, while new fundraising and finance roles have been filled at our Winnipeg head office to grow our ability to implement new community engagement initiatives, diversify and expand our fundraising efforts, and keep our operations running smoothly and sustainably.

Building a sustainable future

Over 29 years, CABB has maintained a lean financial model through the generosity of academic institutions and veterinary partners across Canada who have provided laboratory, office and clinic space as in-kind support so that we could focus on scaling operations to meet increasing demand.

In fiscal year 2024-2025 we shipped 2,374 units of red blood cells, 1,213 units of fresh frozen plasma and 5,354 typing kits to veterinary

hospitals and clinics across the country: increases of 14 per cent, 29 per cent and five per cent, respectively, over the prior year. Despite this, demand continues to outpace supply, and some orders went unfilled due to shortages.

As we grow, we remain focused on responsibly expanding product availability while keeping costs as low as possible for veterinary clinics and the patients they serve.

The value of our blood products is carefully aligned with the cost of delivering them. CABB provides products at cost, with the revenue we receive directly covering the real costs of collection, processing and distribution. A small levy from the sale of each product is allocated to the CABB Foundation as a capital fund contribution. This fund serves as a safeguard for emergency expenses, necessary upgrades and redundancy backups, and as flexible financial support to bridge funding gaps and enable CABB to responsibly plan for future projects. One such project is an enterprise resource planning software solution that will centralize and integrate donor tracking, product inventory, logistics and financial management. This will be a major infrastructure investment for CABB, with phased work set to begin in 2026.

Driven by increased fundraising capacity at the CABB Foundation, the third annual Mutt & Masters Golf Classic was our most successful yet. One of this year's highlights was having Winnipeg's Mayor Scott Gillingham strike the opening tee shot. We sincerely thank Wildewood Golf Course and all the golfers, corporate sponsors and volunteers for their support.

Thank you to our partners

More than 2,100 dogs across five provinces now actively donate blood with CABB - including 863 new canine donors who joined the pack in 2025. We are grateful to the many community partners across Canada who help us recruit canine donors, and to the hospitals and clinics who offer their locations as CABB collection sites. In Manitoba, 32 veterinary hospitals and clinics hosted at least one CABB donor clinic in 2025. These local partners make our work possible.

**Ken L.
Mould**

President

We remain indebted to RRC Polytech for the support it provides in exchange for CABB's involvement in the RRC Polytech's Animal Health Technology program, and to the Manitoba Veterinary Medical Association for a collaborative partnership which has enabled us to promote our lifesaving mission to our province's professional veterinary community.

We look forward to the new year with great enthusiasm.

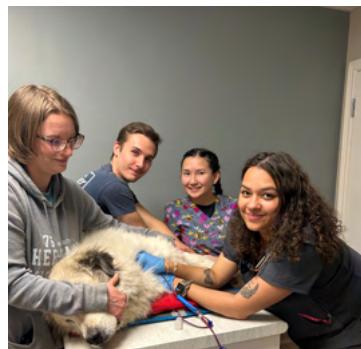
Respectfully submitted on behalf of the Board of Directors,



CABB Operations Manager/Regional Veterinary Technologist Michael Philippot with Manitoba canine donor Sophie.



Nova Scotia canine blood donor Dexter is all smiles.



Regional Veterinary Technologist Ariana Pierre (far right) collects blood from canine donor Troll in Nova Scotia.



Winnipeg Mayor Scott Gillingham with canine hero Jessie at the third annual Mutt & Masters Golf Classic.

WESTERN COLLEGE OF VETERINARY MEDICINE

2025 REPORT



Submission from Dr. Gillian Muir, Dean

Western College of Veterinary Medicine (WCVM)

University of Saskatchewan (USask)

It's been 60 years since the Western College of Veterinary Medicine (WCVM) began its Doctor of Veterinary Medicine (DVM) program, and in early June, we had the opportunity to celebrate this important milestone. More than 600 WCVM current and former students, faculty and staff gathered in Saskatoon along with donors and friends of the veterinary college for a welcome reception, open house and memorial tea. WCVM graduates from 12 classes also held individual class reunion events during the special weekend. It was a wonderful celebration, and we were very grateful to have so many of our alumni from across Western Canada and around the world joining us for the anniversary.

During the weekend's anniversary celebrations, I shared a few recent announcements supporting the college's future success.

- AVMA COE accreditation. In March 2025, the American Veterinary Medical Association (AVMA) Council on Education (COE) granted accredited status to the WCVM after a successful site visit in fall 2024.
- AAHA accreditation. In April 2025, the American Animal Hospital Association (AAHA) reaffirmed the WCVM Veterinary Medical Centre's (VMC) accreditation.
- IPA renewal. In May 2025, the Governments of Saskatchewan, British Columbia and Manitoba renewed their financial commitment to the WCVM for the next five years — continuing a longstanding interprovincial collaboration that has been in place for six decades.

In the following report, I've included a few other recent achievements by the veterinary college and members of the WCVM community. You can also find more details in the 2025 WCVM Community Report.

Renewed technologies

Late in 2024, the WCVM had to deal with not one, but two, aging pieces of critical equipment reaching the end of their use in the veterinary teaching hospital. Ten months later, we celebrated the grand opening of the hospital's new magnetic resonance imaging (MRI) machine and linear accelerator on October 2. This outcome wouldn't have been possible without the tremendous support of our donors, who have contributed more than half the cost of this \$9.1-million construction project that included vital renovations to our oncology and medical imaging suite.

Exploring a future expansion

The WCVM and University of Saskatchewan (USask) continue to study the option of a future expansion of the college's DVM program and supporting resources. The Government of Saskatchewan's 2025-26 provincial budget included an additional \$250,000 in capital funding to begin the planning and design of a potential expansion of the veterinary college.

The WCVM works with the Canadian Veterinary Medical Association (CVMA) to offer the National Examining

Board (NEB) program's two practical examinations: the half-day presurgical assessment using simulation, and the four-day clinical proficiency exam (CPE). The WCVM is Canada's only English-language host site for this program, which places up to 55 qualified veterinarians into the profession each year. It takes significant preparation and planning to host these examinations, which are each offered six times per year. In particular, the CPE requires designated space and resources for the exam's small and large animal components. The CVMA and the WCVM are seeking federal funding support to develop a national testing centre for internationally trained veterinarians at the college.

WCVM primary care experience

In response to survey feedback from veterinary students and western Canadian veterinarians, the WCVM is introducing a new rotation: a four-week primary care experience. This rotation will allow all fourth-year veterinary students to gain more hands-on, practice-ready experience in primary care for small animals, horses and livestock (cattle and small ruminants). These rotations, which will take place over summer (May to August), will begin in 2026 to meet the American Veterinary Medical Association (AVMA) Council on Education's requirements.

In 2024 the AVMA changed the minimum duration of the DVM program's final clinical year from 32 to 40 weeks — a requirement that must be in place by 2026. As a result, all senior veterinary students in the WCVM Class of 2027 and onward must complete the primary care experience and an additional four weeks of WCVM-based clinical rotations before completing the DVM program.

Support for simulation

The WCVM has recently received some exciting additions to its simulation resources. Dr. June Donaldson (MBA, EdD), an author and educator from Calgary, Alta., donated full-sized models of a mare and foal to the WCVM for use in its BJ Hughes Centre for Clinical Learning. The mare model was built to resemble “Bubbles,” a beloved horse owned by Donaldson’s grandparents. The foal model is named “Biscuit” after Seabiscuit, the 1930s thoroughbred racing legend. WCVM veterinary students will use the synthetic pair to practise various foaling techniques that veterinarians use to help pregnant mares during normal and abnormal foaling events.

As well, a pair of grants from Merck Animal Health Canada allowed the WCVM to purchase several additional high-tech models, including three equine nasogastric tubing systems. Manufactured by Veterinary Simulator Industries (VSI) in Calgary, Alta., each life-size model consists of a horse head and neck along with a portable stand. The devices also function as venipuncture models, allowing students to practise blood draws, intravenous injections and catheter insertions. In addition to the equine nasogastric models, Merck’s financial support allowed the WCVM to purchase a variety of other simulation models: a bovine epidural tail model, a replacement gastrointestinal tract for its full-sized equine colic model, a bovine uterus model, a piglet model, and an equine reproductive tract model.

Remote swine residency certification program

The WCVM has developed a Remote Swine Residency Certification program to contribute to the training of swine veterinarians, establishing a model for a remotely taught residency in rural practice. The program’s goal is to help foreign-trained veterinarians upgrade their credentials to facilitate their employment as swine veterinarians. This process elevates foreign-trained veterinarians to their professional capacity and helps address the veterinary workforce shortage in swine practice.

The program is an alternative pathway to the existing route of completing the National Examination Board’s Basic and Clinical Sciences Examination (BCSE), North American Veterinary Licensing Examination (NAVLE), Preliminary Surgical Assessment (PSA) and Clinical Proficiency Examination (CPE). The only program of its kind in North America, the three-year residency combines a Master of Science (MSc) project degree at the University of Saskatchewan (USask) with an American Board of Veterinary Practitioners (ABVP) residency in swine health management. All aspects of the program are completed with oversight at an ABVP-approved rural swine veterinary clinical training site. The fully remote program is funded by industry, clinical training sites, private donations and research agencies.

Once residents successfully complete the program and board certification, they will be eligible for a limited scope license to practise swine medicine in Manitoba, Saskatchewan or Alberta. The program was launched in July 2024 with the first cohort of four residents, and a second cohort of students is expected to begin in 2025 or 2026.

Canadian pork industry renews support for swine welfare chair

A group of Canadian pork industry partners have committed more than \$1 million over five years to extend the critical role of a research chair in swine welfare at USask. Dr. Yolande Seddon, an associate professor in swine behaviour and welfare at the WCVM, was named the renewed USask Chair in Swine Welfare on Jan. 8. Seddon served as the Natural Sciences and Engineering Research Council of Canada (NSERC) Industrial Research Chair in Swine Welfare at USask from 2018 to 2024. This \$2-million research program was supported by NSERC and 14 industry partners — one of the largest partnerships of its kind in Canada. Fourteen industry partners — including 13 of the original 14 industry partners — have extended their financial commitment to swine behaviour and welfare research, renewing a second chair term from 2024 to 2030.

WCVM swine veterinarian receives Merck Veterinary Award

Dr. John Harding, a WCVM professor, researcher and swine practitioner, is this year's recipient of the Merck Veterinary Award. Harding, a 1988 graduate of the Ontario Veterinary College at University of Guelph, has dedicated his career to swine health, education and research. With more than 30 years of contributions to the swine industry, his impact spans clinical practice, diagnostics, epidemiology and vaccine development. In addition to his research, Harding has played a pivotal role in veterinary education. He has trained and mentored more than half of the swine veterinarians practising in Western Canada. Through his Swine Medicine Advancement, Recruitment and Training (SMART) program, he is actively addressing the shortage of swine veterinarians in the country.

For more information about the WCVM's activities, please visit wcvmtoday.usask.ca or follow our college's social media channels (@WCVMToday).

Respectfully submitted,



Gillian Muir, DVM, PhD

Dean, WCVM

University of Saskatchewan (USask)

MVMA STUDENT REPRESENTATIVES

2025 REPORT - **SAVANNAH JOLICOEUR & ERICA FRIESEN**

My name is Savannah Jolicoeur (WCVM '27), and Erica Friesen (WCVM '28) and I are so excited to be the new 2025-26 MVMA Student Representatives. We are both eager to advocate for Manitoban students at the WCVM, as well as to strengthen the line of communication between veterinary students and the MVMA. This past year, there were several great MVMA events that students were able to take part in. There was the VetConnect MB event at the Glenlea Research Station, where we were able to tour the facilities, as well as participate in an engaging session on mentorship. This provided students with an awesome opportunity to interact with future employers and seasoned veterinarians about the mentee-mentor relationship, something that is so critical to both the practices looking to hire and retain veterinarians, as well as to students and new-career veterinarians looking to start off on the right foot. There was also the Member Engagement Awards Dinner in February. A highlight of the year was the NextGen Vets Student Events, the first of

which was a student mixer hosted at Nicolino's restaurant. The event was a huge success, with students from every year of the DVM program attending, as well as a fantastic turnout from Manitoban veterinary practices. The evening was a great opportunity for students to interact with a wide range of veterinary professionals, from small animal practitioners to regulatory veterinarians from the CFIA. Erica and I personally really enjoyed being able to give the newly-accepted students of the Class of 2029 a warm Manitoban welcome to the profession before they set off to Saskatoon to begin their educations later in the summer. The following day, a group of students ventured to Halarda Farms in Elm Creek for a tour of their dairy farm. This provided students with another fantastic opportunity to learn from experts and mingle with mixed and large animal practitioners, all while getting a behind-the-scenes look at a fantastic robotic dairy operation.

Erica and I have a shared vision of strengthening the relationship between the MVMA and our Manitoban veterinary students studying at the WCVM. We were able to host an orientation event for first years in September, introducing them to the MVMA and answering any questions they had about practicing as student veterinarians in Manitoba. We answered their questions and addressed concerns about finding summer jobs back home, and were able to get a better idea of how the MVMA can better support students. A goal of ours this year is to enhance the experiences students get working back home over the summer by providing both veterinary practices and students with a guiding document for expected competencies that students should have based on their year of study. This will allow both employers and students to have a better understanding of what is being taught in the curriculum, and of which skills students should be empowered to practice under veterinary supervision while employed in Manitoba. We have also been working closely with the MVMA to update

the student section of the website, so that students can find what they need to secure externships, rotations, and employment, removing another barrier to bring students back to Manitoba.

With the announcement of an additional 8 weeks of required clinical rotations for 4th year veterinary students at the WCVM, we are so grateful for the support that Manitoban veterinary practices have shown with their interest in hosting students for the new 4-week primary care rotation. With the first of these rotations starting in May 2026, we hope that it is mutually beneficial to both the students and the participating practices, and that more clinics will support students by becoming host practices in future years.

We look forward to planning additional student events in the last half of the year to further support Manitoban students during their time at the WCVM, and to strengthen the relationship between students, veterinary practices, and the MVMA.



Savannah Jolicoeur
WCVM '27



Erica Friesen
WCVM '28

THANK YOU TO OUR ESTEEMED STAKEHOLDERS!

As we look back on the past year, we are deeply thankful for the dedication, expertise, and passion each of you has brought to the MVMA's success. Your steadfast commitment and invaluable support have played a crucial role in overcoming challenges and embracing new opportunities.

This annual report highlights our collective achievements and underscores the strength of collaboration and shared purpose. Your belief in our mission and contributions in many forms have propelled us to new heights and created a lasting positive impact.

Thank you for being an essential part of our journey. Your continued involvement and support remain the foundation of our success, and we look forward to building on this partnership in the years ahead.

- Association of Manitoba Feeder Cooperatives
- Dairy Farmers of Manitoba
- Keystone Agricultural Producers
- Manitoba Beef Producers
- Manitoba Beekeepers' Association
- Manitoba Bison Association
- Manitoba Chicken Producers
- Manitoba Egg Farmers
- Manitoba Pork
- Manitoba Sheep Association
- Manitoba Turkey Producers
- National Farmers Union
- Association of Manitoba Municipalities
- Veterinary Service District Commission





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Life forward



04

EVENTS

2025 WCVM WHITE COAT CEREMONY

On October 6, 2025, MVMA President Dr. Joe King participated in the annual WCVM White Coat Ceremony in Saskatoon. During the event, first-year students received their personalized white lab coats, and Dr. King presented stethoscopes to the Manitoba students.

We extend our heartfelt congratulations to these future veterinarians and warmly welcome the Class of 2029 to our profession!

2024 DVM SCHOLARSHIPS

During the 2024 WCVM Fall Awards Ceremony, MVMA President Dr. Esther Hillnov proudly presented awards on behalf of the MVMA to Samantha Nixon, Hayley Jenkins, and Paige Hinton.

Congratulations to the Manitoba Veterinary Medical Association Scholarship recipients! We look forward to seeing the incredible contributions you'll make in your veterinary careers.



Left: Dr. Gillian Muir (WCVM Dean), Karlynn Dzik, Dr. Esther Hillnov (MVMA President), Maeghan McDonald.
Missing: Hayley Jenkins. David Stobbe / Stobbe Photo.

The Guy Hobman Award, established in memory of the late Manitoba businessman Guy Hobman, honours his deep love for animals and his home province. Following his passing in 2017, his wife, Deanna, created the scholarship to support Manitoba veterinary students committed to returning to the province. With a generous \$1 million endowment, the award provides full tuition and student fees for the first two years of veterinary school at the WCVM for a student admitted through the Manitoba admission pool. "The vision for this gift was really to support Manitoba students who love Manitoba as much as Deanna and Guy," says Melissa Mann, WCVM's director of development. This year, Taijsha Watts and Lauren Doepker were recognized as recipients of this prestigious award.



| **Left:** Dr. Brent Bobick, Taijsha Watts, Lauren Doepker, Dr. Gillian Muir. David Stobbe / Stobbe Photo.

2025 DVM STUDENT DAYS

VetConnect MB Winter Student Day – February 2025

The VetConnect MB Winter Student Day was held in February at the Glenlea Research Station, offering veterinary and pre-veterinary students a firsthand look at research, animal health, and production systems in Manitoba. Students from the Western College of Veterinary Medicine and the University of Manitoba joined veterinarians, RVTs, and practice management professionals for a focused and informative half-day program.

Presentations by Dr. Patricia Johnson, Dr. Joe King, and Dr. Neil Versavel highlighted mentorship, career pathways, and opportunities within large and rural practice settings. Discussions emphasized how to establish and maintain effective mentor-mentee relationships, best practices for integrating new graduates into clinics, and the critical role clinics play in supporting students as they transition into practice. The event strengthened connections between students and Manitoba's veterinary community while encouraging interest in rural and production-focused careers.

NextGen Vets Student Mixer – July 2025

The NextGen Vets Student Mixer took place in July at Nicolino's in Winnipeg, bringing together veterinary students, pre-veterinary students, and clinic team members in a relaxed, informal setting. Designed to build early connections, the evening encouraged conversation and community-building between students and practicing professionals.

Registration was promoted widely through MVMA communications, partner organizations, WCVM outreach, and direct clinic follow-up. Despite lower-than-expected clinic registration, targeted outreach helped increase participation. The event successfully created a welcoming space for students to meet peers and professionals, helping strengthen their sense of belonging within Manitoba's veterinary community while keeping participation accessible for clinics.

NextGen Vets Dairy Farm Tour – July 2025

The following day, students and clinic members travelled to Halarda Farms in Elm Creek for the NextGen Vets Dairy Farm Tour. This event offered students direct exposure to large animal and rural veterinary practice through an immersive, real-world setting.

Participants gained insight into the daily operations of a working dairy farm and the scope, challenges, and rewards of rural veterinary medicine. The tour fostered authentic conversations between students and rural practitioners, helping demystify large animal practice while building professional relationships grounded in shared experience.

First-Year Manitoba Student Welcome – September 2025

In September, MVMA Student Representatives welcomed first-year Manitoba students from the WCVM Class of 2029 during an on-campus orientation session. The event introduced students to the MVMA's role, membership requirements, and available resources, while providing practical guidance on summer employment, clinical experience reporting, and professional expectations.

Students were shown the updated Student section of the MVMA website and engaged actively through questions and discussion. MVMA-branded materials and a shared lunch helped create a warm, approachable atmosphere. Follow-up plans include sharing clinical skills guidelines, collecting student feedback, and continuing this orientation annually to support early engagement and professional readiness.



2025 RVT SCHOLARSHIPS

In November, the MVMA partnered with the MVTA to sponsor the Red River College Polytech Veterinary Technology Award Ceremony. We had the pleasure of connecting with enthusiastic students and presenting two special awards. Mickayla Adams received the MVMA Bursary in recognition of her strong academic performance after her first year, while Cierra Kitzan was honoured with the MVMA Scholarship for her academic excellence and technical skills demonstrated during her first year. The MVMA looks forward to welcoming these promising students into the rewarding field of veterinary medicine in Manitoba!



Left: Hugh Moran, Mickayla Adams, Hailey Marsh



Left: Hugh Moran, Cierra Kitzan, Hailey Marsh

MVMA FAMILY FUN DAY AT ASSINIBOINE PARK ZOO

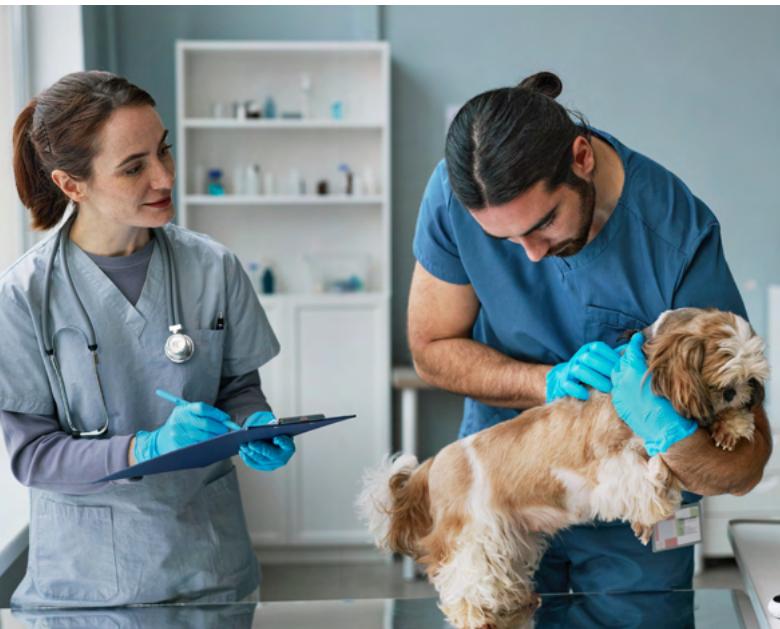
The Manitoba Veterinary Medical Association (MVMA) The MVMA Summer Family Fun Day returned on June 7 at the Assiniboine Park Zoo, offering a relaxed, come-and-go celebration built for busy lives and curious kids. Members enjoyed full-day zoo access, with lunch and classic outdoor games hosted by the MVMA in a private picnic area during the heart of the day. From morning wanderers to midday minglers, the event delivered sunshine, connection, and a welcome pause to play together. We were thrilled with the incredible turnout and the shared enthusiasm throughout the event. Watch for more information in spring 2025 about our next fun-filled family event!



MEMBERSHIP ENGAGEMENT & AWARDS DINNER

The Manitoba Veterinary Medical Association (MVMA) hosted its annual Membership Engagement & Awards Dinner on February 22, 2025, at The Gates on Roblin. This highly anticipated event was presented by Boehringer Ingelheim and celebrated the accomplishments and dedication of veterinary professionals across the province.

Dr. Esther Hill expertly emceed the evening, which honoured exceptional individuals who have made significant contributions to the veterinary profession in Manitoba. It was a celebratory night of recognition, camaraderie, and celebration!



Awards Presented

- Veterinarian of the Year: Dr. David Hamilton
- Veterinary Technologist of the Year: Ms. Laura Vanderveen
- Certificate of Merit: Ms. Wendy Flannigan
- Veterinarian Mentorship Award: Dr. Phillip Schott,
- Veterinary Technologist Mentorship Award: Ms. Kara Thiessen
- Life Members: Dr. Patricia Hunt

Each award recipient was recognized for their outstanding achievements and commitment to the veterinary community, showcasing the high standards of professionalism and mentorship within the field.

The event was a resounding success, bringing together members of the veterinary profession to celebrate the remarkable contributions of their peers.

The MVMA looks forward to continuing to highlight the achievements of its members and to support the growth and development of the veterinary profession in Manitoba at the 2025 Membership Engagement and Awards Dinner, which will be held on February 21, 2026.

CONTINUING EDUCATION

The Manitoba Veterinary Medical Association (MVMA) maintained its commitment to advancing veterinary knowledge and professional development by hosting several impactful Continuing Education (CE) events throughout 2025. These sessions provided valuable learning experiences for veterinarians and Registered Veterinary Technicians (RVTs) across Manitoba.

MVMA 2025 Specialist Symposium

In May, the MVMA hosted a full-day Specialist Continuing Education event at the Holiday Inn Winnipeg Airport West, welcoming over 95 attendees from across the province. The program brought together veterinary professionals for a focused day of learning, dialogue, and connection, underscoring the value of specialist expertise within Manitoba's veterinary community.

Presentations were led by Dr. Anneliese Heinrich, Dr. Kimberly Hsu, and Dr. Tannis Lochhead, each sharing insights drawn from their respective specialties. Sessions highlighted current advancements, real-world case studies, and best practices, while encouraging interdisciplinary collaboration to strengthen patient care and clinical outcomes. The event also supported members in meeting continuing education requirements while expanding their professional knowledge and skills.

Orthopedic and Neurologic Skills Wet Lab

In November, the MVMA hosted a hands-on Continuing Education wet lab at Red River College Polytechnic, bringing together 48 attendees and four volunteer RVT students for a full day of practical learning. The session was designed to strengthen clinical confidence through applied skill-building in orthopedic and neurologic assessment.

Led by Dr. Chris Hagen and Dr. Trevor Bebchuk, with additional support from Kellea Thomson and Rayne Milne, the day focused on orthopedic and neurologic examinations, gait and posture evaluation, imaging interpretation, fracture management, and splinting techniques. The event was delivered in two small-group sessions, a format requested by the presenters to maximize hands-on instruction and peer learning. Registration in pairs and group-based activities fostered collaboration and reinforced skill retention.



The session ran smoothly and was well received by both presenters and participants. Dr. Hagen and Dr. Bebchuk expressed interest in offering a similar wet lab in the future, reflecting strong demand for practical, specialist-led Continuing Education. While one anticipated sponsorship did not proceed, the event successfully met its educational objectives and reinforced the MVMA's commitment to high-quality, hands-on professional development.

NAVC Certified Veterinary Business Leader Course

The MVMA expanded its Continuing Education offerings by supporting member participation in the NAVC Certified Veterinary Business Leader Course, made possible through funding from the Sustainable Canadian Agricultural Partnership (SCAP) grant. Up to 20 fully funded spots were made available to veterinary students and MVMA members, removing financial barriers to high-value professional development.

This self-paced, online program equips veterinary professionals with essential business, leadership, and technical skills required to manage and grow a successful practice. Designed for veterinarians, RVTs, practice managers, and veterinary team members, the course explores practice management, leadership strategies, and financial fundamentals that support long-term sustainability within the profession.

Looking Ahead

The MVMA remains dedicated to fostering professional growth through diverse and relevant Continuing Education opportunities. We extend our gratitude to all presenters and participants who contributed to another successful year of learning and development in Manitoba's veterinary community.

SPAY MONTH

This year, the Manitoba Veterinary Medical Association (MVMA), transitioned from the long-standing Spay Day initiative to a broader public education campaign known as Spay Month. This change was prompted by evolving industry challenges and a renewed focus on community engagement and awareness about the importance of spaying and neutering pets. The decision to discontinue Spay Day was driven by operational challenges faced by veterinary clinics across the province, including increased costs and significant staff shortages. These pressures have made it difficult for clinics to offer reduced-rate services while maintaining operational efficiency.

New Focus: Public Education Campaign

Recognizing the need for sustainable impact, the MVMA launched a public education campaign centred on the long-term benefits of spaying and neutering pets. This initiative aims to:

- Control Pet Populations: Reducing the number of unwanted animals in shelters.
- Enhance Pet Health: Lowering the risk of certain diseases and improving overall pet well-being.
- Prevent Health Issues: Mitigating conditions such as certain cancers and infections.

The campaign employs a multi-channel approach, including social media outreach, clinic informational materials, and media campaigns.

Spay and Neuter Incentive Programs

While the reduced-rate model is no longer feasible for many clinics, those still offering such programs are encouraged to participate. Clinics can sign up through the MVMA website to have their services highlighted, making it easier for pet owners to access affordable care.

How Members Can Get Involved

The success of Spay Month depends on the active participation of MVMA members. In 2025, clinics can support this initiative by:

- Displaying Campaign Materials: Sharing posters, brochures, and digital content provided by the MVMA.
- Educating Clients: Discussing the importance of spaying and neutering during client visits.
- Registering Incentive Programs: Submitting details of their spay and neuter promotions for inclusion on the MVMA website.
- Providing Feedback: Offering suggestions to enhance the campaign's effectiveness.



Looking Ahead

MVMA is committed to ensuring the success of Spay Month by equipping clinics with comprehensive resources and regular updates. We extend our heartfelt thanks to the WHS team for their hard work and collaboration on this vital project. We are excited about this renewed focus and its potential for positive impact across our communities. For more information, visit: www.mvma.ca/spay



05 AWARDS

VETERINARIAN OF THE YEAR

The Veterinarian of the Year is a veterinarian member of the MVMA that has greatly contributed to the profession and increased the professional image among members of the public.



DR.
Lisa Taylor

The Manitoba Veterinary Medical Association proudly recognizes Dr. Lisa Taylor as the 2025 Veterinarian of the Year. For more than twenty five years, Dr. Taylor has been a constant and trusted presence in Manitoba's rural Interlake region, delivering veterinary care rooted in clinical excellence, practicality, and deep human understanding.

Her work has taken her across gravel roads and wide farmyards, into family homes and long standing client relationships that stretch across a vast geographic area. In these close knit communities, Dr. Taylor is known not only as a skilled veterinarian, but as a steady neighbour and a calm voice in moments that matter most. Her ability to pair honesty with compassion has guided countless families through complex and emotional decisions, always with clarity, respect, and empathy.

Dr. Taylor's reputation is built on consistency and trust. Colleagues and clients alike speak to her gold standard of care and her unwavering commitment to the people and animals she serves. Year after year, she has strengthened public confidence in veterinary medicine by showing up with integrity, reliability, and genuine care for her community.

Her long tenure, dedication to the profession, and enduring service to the Interlake region embody the spirit of the Veterinarian of the Year Award. Dr. Taylor's career reflects the very best of veterinary medicine, grounded, compassionate, and quietly exceptional.

VETERINARY TECHNOLOGIST OF THE YEAR

The Veterinarian Technologist of the Year is a veterinary technologist member of the MVMA that has greatly contributed to the profession and increased the professional image among members of the public.



Ms.
**Elizabeth
Greber**

The Manitoba Veterinary Medical Association proudly recognizes Ms. Elizabeth Greber as the 2025 Veterinary Technologist of the Year. Elizabeth's career reflects the very heart of veterinary technology, where technical excellence meets boundless compassion, and where care extends far beyond the clinic door.

Within her practice, Elizabeth is the steady centre of gravity. She moves seamlessly between roles, managing complex cases, mentoring colleagues, supporting clients through difficult decisions, and strengthening the daily operations of the team. Her presence elevates the standard of care and brings calm to moments that demand both skill and empathy. Colleagues describe her as a driving force, someone who quietly raises the bar while encouraging everyone around her to grow.

Elizabeth's impact reaches deep into the community. She gives generously of her own time to friends, clients, and those with limited access to care, while offering unwavering support to rescue organizations. Her work with the Winnipeg Humane Society, her involvement in remote and rural clinics, and her leadership with Earth Dog Terrier Rescue highlight a professional who responds wherever there is need. As a foster, coordinator, advocate, technician, and caretaker, she does not simply assist, she transforms outcomes.

Her passion spans emergency and palliative care, anesthesia, pain management, access to care, and mental health advocacy, with a strong focus on the wellbeing of veterinary teams. Through mentorship and example, Elizabeth has shaped the careers of veterinarians, technologists, students, and volunteers alike, leaving a lasting imprint on the profession.

In the Beausejour, Lac du Bonnet, and Pinawa communities, Elizabeth is a trusted and respected presence. People turn to her for her clinical knowledge, but they stay for her honesty, kindness, and steady sense of responsibility. She is a leader, a confidant, and often the person who brings comfort when it matters most.

Elizabeth Greber embodies the spirit of the Veterinary Technologist of the Year Award. Her dedication, generosity, and unwavering commitment to animal health and community care reflect the very best of veterinary medicine.

CERTIFICATE OF MERIT

A Certificate of Merit recognizes veterinarians and other individuals who have made significant contributions towards the achievement of the MVMA's vision.



**Dr.
Esther
Hillonov**

The Manitoba Veterinary Medical Association proudly recognizes Dr. Esther Hillonov as the recipient of the 2025 Certificate of Merit Award. This award honours individuals whose service meaningfully advances the MVMA's vision, and Dr. Hillonov's contributions exemplify that standard with clarity and care.

Since joining MVMA Council in 2019, Dr. Hillonov has been a steady and thoughtful presence. She listens with intention, speaks with purpose, and consistently keeps the wellbeing of both members and animals at the centre of every discussion. Her leadership came into sharp focus during her term as MVMA President in 2024, when she carried the responsibilities of the role with calm resolve and professionalism, all while welcoming a newborn child. It was leadership marked not by volume, but by confidence, balance, and quiet strength.

A defining element of Dr. Hillonov's service has been her commitment to collaboration within the profession. As MVMA–MVTA Liaison from August 2020 to January 2025, she worked diligently to strengthen relationships between veterinarians and veterinary technologists. Her approach was grounded in respect and patience, helping to foster a more connected, supportive, and unified veterinary community across Manitoba.

Dr. Hillonov has also been an integral member of the Unauthorized Practice Committee since its establishment in 2021. This work demands careful judgment and a steady hand, qualities she brings without fail. Her contributions have supported public and professional protection while upholding the high standards of trust and care expected of the profession.

What distinguishes Dr. Hillonov most is how she serves. She leads with fairness, kindness, and a strong sense of responsibility, giving her time and energy generously and sincerely. Her influence is felt not only in committee outcomes, but in the culture of the association itself, where her presence brings clarity, confidence, and mutual respect.

Dr. Esther Hillonov's service has strengthened the MVMA and elevated the profession. The Association is grateful for her leadership, her dedication, and the lasting impact of her work.

MENTORSHIP AWARD

The Mentorship Award was created in 2021 to celebrate and honor members that demonstrate excellence in supporting colleagues and those wishing to join the professions. Mentorship helps members realize their full potential, promotes collegiality, and helps ensure the professional and personal well-being of members.



**DR.
Jillian
Preston-Gren**

The Manitoba Veterinary Medical Association proudly recognizes Dr. Jillian Preston-Gren as the recipient of the 2025 Veterinarian Mentorship Award. This award honours members whose commitment to mentorship strengthens colleagues, supports those entering the profession, and contributes meaningfully to both professional excellence and personal wellbeing.

Dr. Preston-Gren's mentorship is not an added responsibility. It is the way she moves through the profession. Colleagues describe her as the heart of their team, someone who listens deeply, leads with humility, and creates space for others to grow. She has a rare ability to recognize potential before others see it in themselves, offering guidance that is steady, thoughtful, and grounded in genuine care. Whether supporting a student on their first day or standing beside a colleague during a difficult moment, she brings presence, empathy, and calm assurance.

As Managing Partner at Birchwood Animal Hospital, Dr. Preston-Gren has helped shape a clinic culture rooted in purpose and guided by clear mission, vision, and values. Her leadership has fostered an environment where staff feel supported, respected, and encouraged to thrive. Mentorship is woven into the fabric of the clinic, aligning closely with its commitment to excellent patient and client care while valuing staff and supporting their professional growth.

Her influence extends well beyond her practice. Through her service on MVMA Council, her work with the Animal Health Fund committee, and her ongoing mentorship of students and volunteers, Dr. Preston-Gren demonstrates a deep and enduring commitment to the veterinary profession in Manitoba. Those she mentors describe her as someone who inspires confidence, encourages growth, and stands firmly in their corner. The impact of her mentorship is felt across her clinic and throughout the wider veterinary community.

Dr. Jillian Preston-Gren exemplifies the spirit of the Veterinarian Mentorship Award. Her leadership, generosity, and unwavering support continue to strengthen the profession and leave a lasting impression on all who have the privilege of working alongside her.

MENTORSHIP AWARD

The Mentorship Award was created in 2021 to celebrate and honor members that demonstrate excellence in supporting colleagues and those wishing to join the professions. Mentorship helps members realize their full potential, promotes collegiality, and helps ensure the professional and personal well-being of members.



Ms.
Erin Peters

The Manitoba Veterinary Medical Association proudly recognizes Ms. Erin Peters as the recipient of the 2025 Veterinary Technologist Mentorship Award. Established in 2021, this award honours members who elevate others through guidance, encouragement, and steady support, strengthening both the profession and the wellbeing of its people.

For the past five years, Erin has been a driving force in the growth and confidence of those around her. Her nomination speaks with clarity and heart, highlighting mentorship that changes trajectories. She encouraged a colleague to pursue RVT training and stood alongside her through every challenge. That colleague credits Erin as the reason she took the leap at all. This is mentorship at its most powerful, belief offered at exactly the right moment.

Erin is known for her patience, kindness, and ability to guide learners through the demanding early stages of clinical practice. She approaches mentorship with compassion, clarity, and a quiet confidence that puts others at ease. Knowledge is shared freely, mistakes are treated as opportunities, and learning is framed not as a test of worth, but as a journey taken together.

Colleagues describe Erin as skilled, empathetic, and deeply reliable. They speak of feeling fortunate to work beside her, and of knowing they are supported both professionally and personally. She is seen not only as a mentor, but as a trusted friend. Her presence strengthens teams, her guidance builds confidence, and her example inspires others to lead with care and integrity.

Ms. Erin Peters embodies the spirit of the Veterinary Technologist Mentorship Award. Her dedication to the RVT community and her unwavering support of others continue to shape careers, strengthen teams, and leave a lasting impact on the profession.

LIFE MEMBER

A Life Member is someone who has been in good standing in one of the MVMA's membership categories for 25 years or more, who has retired from active practice, and who does not have a license to practice. During his/her career, this member must have contributed to the veterinary profession and/or their community.



DR.
James Dyck

The Manitoba Veterinary Medical Association proudly recognizes Dr. Dyck as a recipient of the MVMA Life Member Award. This distinction honours members who have dedicated twenty-five years or more to the Association, have retired from active practice, and whose careers reflect meaningful contributions to both the profession and the communities they served.

Dr. Dyck's career is defined by steady devotion to veterinary medicine and a deep respect for the responsibilities it carries. Over decades of practice, their work was shaped by curiosity, consistency, and an unwavering commitment to quality care. While every veterinarian's path is unique, Dr. Dyck's story reflects a professional life grounded in service to patients, collaboration with colleagues, and a belief in doing the work well and doing it right.

The impact of Dr. Dyck's career extends beyond individual cases. Through years of daily practice and quiet leadership, they helped strengthen the fabric of veterinary medicine in Manitoba, contributing to a profession built on trust, skill, and care for community.

The MVMA is honoured to recognize Dr. Dyck with Life Member status. We thank them for their years of service and celebrate the legacy they leave behind, one shaped by dedication, integrity, and a lasting commitment to the profession.



MISSION

To protect the public through the regulation of veterinary medicine, to support our members and to promote the profession in Manitoba.

VISION

A sustainable veterinary community working together to prioritize the health and welfare of animals, people and the environment.

EQUITY, DIVERSITY AND INCLUSION STATEMENT

The MVMA is committed to equity, diversity and inclusion across gender identity, ethnicity, religion, age, neurodiversity, physical or mental ability, sexual orientation, and marital status. The MVMA membership is multicultural and we value multiple approaches and different points of view in a safe, positive and collaborative environment.